

## Restoring Civility at Mt. Allison University

BY FRED WILSON

**A** PRESIDENT APPOINTED CONTRARY to the reservations of the faculty members of the search committee.

- A plan to restore the fiscal state of the university that seemed to imply abrupt program closures and forced early retirements in spite of a joint faculty association/management committee that indicated such measures were not required.

- A bitter strike in which management unsuccessfully attempted to clawback previously won provisions in the faculty association contract.

- Another strike, this one by the staff association.

- A motion of non-confidence in the president passed by a large majority in the faculty council.

- A referendum against the re-appointment of the president in which faculty and support staff voted overwhelmingly against the re-appointment.

- A strongly supported student petition also against the re-appointment.

Mount Allison 1992 —  
A bitter strike of the faculty bargaining unit.

- A president nonetheless re-appointed by the board of regents with no proper evaluation of his performance during his first term.

All this has happened at Mount Allison University. It goes without saying that collegiality has broken down at the university, in spite of the fact that the superb faculty have earned for Mount Allison a ranking of first in its category in the *Maclean's* survey.

In this situation the Mount Allison Faculty Association asked CAUT to appoint a commission of inquiry into the state of governance at the university. I served as the commissioner, and in my report made a number of recommendations aimed at restoring civility to the Mount Allison campus.

Institutional arrangements can help or they can hinder. There are arrangements that can foster suspicions; there are arrangements that can allay them. It is of course the latter sort that will help to restore



civility. If things are to be handled better, then civility is essential. Administrators as management, on the one hand, and members of the faculty association, on the other, cannot be at war; they must be able to

raise issues, talk things over, and work cooperatively to settle problems before they become major issues and matters of confrontation. Both sides, in other words, must exercise the civic virtue of civility.

If one searches through Cicero's *Offices*, one finds a variety of civic virtues mentioned and praised — bravery, for example, and loyalty.

See MT. ALLISON... Page 6

## Ramener la civilité à Mount Allison

PAR FRED WILSON

**L**A NOMINATION D'UN RECTEUR malgré les réserves exprimées par les professeurs membres du comité de recrutement.

- Un projet de redressement de la situation financière de l'université qui semblait entraîner des fermetures soudaines de programmes et forcer des retraites anticipées en dépit des conclusions d'un comité mixte de l'association des professeurs et de l'administration ne voyant pas la nécessité de telles mesures.

- Une grève amère au cours de laquelle l'administration a tenté sans succès de récupérer des dispositions déjà acquises et prévues dans la convention collective des professeurs.

- Une autre grève, celle-là déclenchée par l'association du personnel.

- Une motion de non-confiance à l'endroit du recteur adoptée avec une large majorité au conseil de faculté.

- Un référendum à l'issue duquel les professeurs et le personnel de soutien ont voté massivement contre le renouvellement de la nomination du recteur.

- Une pétition fortement appuyée par les étudiants contre le renouvellement de la nomination.

- Un recteur dont le mandat a néanmoins été reconduit par le conseil d'administration sans que

Voir MOUNT ALLISON... à la page 6

## Western Ontario Faculty Launch Certification Drive

**F**ACULTY AT THE UNIVERSITY of Western Ontario have taken the first step in obtaining legal recognition for the University of Western Ontario Faculty Association.

At a faculty association (UWOFA) meeting in late October, members overwhelmingly (80 per cent) supported a motion to begin a certification campaign. Immediately following the meeting many faculty members signed union cards and started wearing "UWOFA say YES!" buttons.

A week before the meeting, association members voted ten to one to amend their constitution so UWOFA could become the sole representative of faculty in bargaining. Members also voted to exclude

senior managers from membership. Both are requirements under the Ontario Labour Relations Act in order for the association to be recognized as a "trade union" — the term used in the Act.

A few weeks earlier the association executive had withdrawn the mandate of its bargaining team because of the lack of progress over nine months of talks with the administration towards a comprehensive agreement.

In addition, the administration wanted to maintain the board of governors' power to unilaterally impose the majority of articles in the agreement.

"But most of all, the main issue here at Western is the erosion of collegiality in the governance

of the university," said Andrew Osler, president of the association and a member of the bargaining team.

"We believe certification will allow us to bargain on a more equal footing with the administration," he added.

A number of volunteer canvassers are now proceeding with the sign-up campaign.

Once a sufficient number of cards have been signed, the association can proceed with a certification application to the Ontario Labour Relations Board which then conducts an election vote of all the employees involved. Fifty per cent plus one must vote in favour in order for the association to be certified. ■

### INSIDE ■ À L'INTÉRIEUR



Algoma's  
Financial  
Woes

3



Rapport du  
43<sup>e</sup> Conseil

5



A Turning Point  
in History

32

Highlights of the 43rd  
Council Meeting

4

Distance Learning

7

Copyright Update

9

Classifieds

16





## UNESCO Adopts Recommendation

On Nov. 5 the governing body of UNESCO adopted the international statement on the status of higher education teaching personnel. This covers both individual rights (civil rights, academic freedom, terms and conditions of employment) as well as individual responsibilities. It also deals with collegiality, autonomy and the responsibilities of universities and colleges as institutions.

Highlights of the recommendation and the UNESCO general assembly will be published in the January issue of the *Bulletin*.

## No Reinstatement for Mary Warner

Readers of the *CAUT Bulletin* over the past decade will be familiar with the case of former Brock University employee Mary Warner.

Mrs. Warner, a secretary in the history department at Brock for 15 years, gave evidence to the university's sexual harassment committee against a male faculty member. Mrs. Warner was subjected to harassment and subsequently fired in August 1986.

She won a libel claim against former Brock president Alan Eap in April 1992. An appeal against that decision failed.

Mrs. Warner also commenced an Ontario human rights action in May 1993, which ran for 23 days of hearings before a six-month postponement. The board president, a female law professor, resigned in February 1994, after her impartiality was challenged for holding a private conversation with Michele Paludi, an expert witness on sexual harassment.

The university's lawyers unsuccessfully sought rulings by the Ontario Court of Justice (Divisional Court) to quash the Ontario Human Rights Commission decision to request the appointment of a new board of inquiry. An attempt to obtain an order to stay the proceedings forever also failed.

An appeal by the university seeking to resolve an ongoing dispute over how Brock could have a new board of inquiry set aside as an abuse of process, was pending in summer when the university's lawyers and the Human Rights Commission reached a negotiated settlement with Mrs. Warner and her lawyers, hours before the anticipated court appearance.

A front page story on June 12 in the *St. Catharines Standard* announced a settlement, indicating that "Mrs. Warner was offered reinstatement but she declined." The terms of the settlement remain confidential to the parties. A university spokesman, Grant Dobson, Executive Director of the Office of External Relations, commented "how eager Brock was to achieve an amicable outcome."

Faculty and staff at Brock, individuals, and faculty and staff associations, at most educational institutions in every province of Canada recognized the significance of Mrs. Warner's fight for reinstatement and justice, generously donating more than \$40,000 to help pay her legal bills and expenses, which by now have reached over \$200,000. Mrs. Warner, unemployed since 1986, is deeply grateful for the sustained support she has received from members of the academic community and the public across the country in her eleven-year struggle to achieve justice.

Professor Bruce Feldthausen (Law, University of Western Ontario) acted as Mrs. Warner's lawyer from 1993 until the end. He will donate a portion of his fee to establish the Mary Warner Prize in Human Rights at Western. The prize will be awarded to a student enrolled in the human rights course and selected by students in the class as best exemplifying Mrs. Warner's commitment to the anti-discrimination ideals of human rights law in Canada.

## MRC defends the way it does business

I am responding, on behalf of the Medical Research Council (MRC), to a letter from A. Berezin and others which appeared in the September 1997 issue of the *CAUT Bulletin*. That letter makes a number of serious, albeit unsubstantiated allegations about the allocation of research funding by the federal granting councils.

The authors charge there is "almost complete monopolization of research funding by a relatively small group of privileged grantees." MRC provides 1,646 investigators with operating support, and 1,793 individuals with salary support at various stages of their careers. Is this a "small group" of scientists? Indeed, MRC has tried to preserve the number of funded investigators, in the face of successive budget cuts by applying across-the-board reductions to the dollar awards recommended by its review panels.

However, there comes a point when further cuts in dollar awards prevent any grantees from conducting the significant work they proposed, and this would indeed be a waste of public money. Yet a broader distribution of smaller amounts of research support seems to be what Berezin et al. are advocating. They contend that the Councils' policies have been "devastating to the competitiveness of Canadian researchers on the international scene."

How would providing more researchers with trivial awards, which do not permit them to compete against the best international laboratories, reverse this alleged devastation of international competitiveness?

The second area of complaint from the authors focuses on the peer review process. It is criticized as being "secretive." Of course it is! Funding applications have to be treated in confidence, because no researchers would want their untested ideas appropriated by competitors.

The review of MRC funding applications in 1996-97 involved 450 members of peer review committees, and about 1,500 external referees per competition. *Bulletin* readers should know that applicants receive the uncensored comments of the reviewers so that they can provide a rebuttal and use the constructive comments for the next competition if they choose to re-submit an improved submission.

With this review process spread across the entire Canadian health research community, and including over 500 international reviewers, it is a tribute to the discretion of our colleagues that the process does remain so confidential.

In 1996, the MRC strengthened its policies to reduce even further any perception of conflict of interest in the review process. As before, review panel members must leave the room and abstain from voting when grants from their own institutions and from collaborators or associates are adjudicated. Now, members of panels are disqualified from serving during any competitions when their own grants are under review.

Berezin et al. would go further: all MRC grantholders would be disqualified from serving on review panels. While such panels might be free of conflict of interest, they would certainly be deficient in expertise. Berezin's proposal would eliminate those best qualified to provide expert peer review. Again, it is hard to see how this would improve the "contribution Canadian scientists are making to Canada."

The authors also complain about lack of accountability of the granting councils. In the case of the MRC, the authors should know that in 1996, the Council asked a distinguished international review panel to review the effectiveness of its programs, policies and relationships with other participants in health science research.

The panel concluded that the MRC is "an outstanding agency under dynamic and imaginative leadership doing first rate, internationally significant work in increasingly challenging circumstances. It fully merits the loyalty and support of the research community and the confidence placed in it by the government and people of Canada." In the spirit of openness that characterizes the MRC, the full text of the review was made available on the MRC's web site (<http://www.mrc.ca/ir/rpr/toc.html>).

Many able researchers and much good science remain unfunded by the MRC and NSERC when their budgets are

cut. It is unfortunate that some are so embittered by this experience that they attack the granting councils as if they were the problem. The MRC has identified a "funding gap" between what it is able to fund, and what the researchers on its review panels would like to fund. This gap is about \$80 million, and will rise to over \$200 million in four years unless the decline in its budget is reversed.

Like all of us, Berezin et al. want to see improvements in Canadian science. Their best approach is to stop publicly attacking their colleagues who are the members and reviewers of the research councils and join them in making the public and decision-makers aware of the negative consequences of cuts to the councils' budgets.

MARK A. BISBY  
Director, Programs Branch  
Medical Research Council of Canada



LETTERS continue...  
COURRIER suite à la p. 8

## COMMENTS? QUESTIONS?

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*CAUT*, 2675 Queensview Drive, Ottawa, ON K2B 8K2; FAX: 613/820-2417; EMAIL: DUHAIME@CAUT.CA

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ACPPU, 2675, promenade Queensview, Ottawa ON K2B 8K2; TÉLÉCOPIEUR: 613/820-2417; COURRIER ÉLECTRONIQUE: DUHAIME@CAUT.CA

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ACTING EXECUTIVE DIRECTOR/DIRECTEUR GÉNÉRAL INTÉRIEURE: CLAUDE DIONNE

MANAGING EDITOR/REDACTEUR EN CHEF: LIZA DUHAIME

EDITORIAL ASSISTANT/ADJOINT À LA RÉDACTION: LOUISE D'ANJOU

ADVERTISING AND CIRCULATION/PUBLICITÉ ET DISTRIBUTION: STELLA MAZZAROLLO

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## BARGAINING & BENEFITS

# Algoma University College Financial Exigency Declaration Averted

BY RONALD MELCHERS

THE SENATE OF ALGOMA University College has been handed the task of bringing forward a long-term academic plan to restructure and reallocate academic resources to redress Algoma's short-term financial crisis.

This is a vastly different plan than the board of governors' move to declare financial exigency and proceed with layoffs of members of the faculty bargaining unit.

An investigative committee struck under the collective agreement following the board's declaration of intent to declare financial exigency on Sept. 30 found no *bona fide* state of financial exigency exists at the college, notwithstanding the considerable challenges posed by a current operating deficit of about 5 per cent of the total budget.

The board's invocation of the financial exigency article of the collective agreement followed revisions to the 1997-98 operating budget made in September to reflect changes in the financial situation of the college. Enrollment had fallen by about 9 per cent, resulting in a loss of tuition revenue of over \$200,000 and of another \$70,000 in fees from ancillary services.

Cost increases, including the compensation settlement with both faculty and staff bargaining units, led the board to predict a current deficit of at least \$350,000. This followed on the heels of a similar deficit for the previous year as a result of cuts in provincial funding to Ontario universities.

There was no doubt that some action was necessary to redress the financial situation of the college. As salary expenditures account for over 85 per cent of operating costs, the board felt layoffs would be unavoidable and singled out faculty.

Management submitted an expenditure reduction plan which would reduce the expected deficit by about one-half. But, on Sept. 30, the board of governors moved to invoke the financial exigency clause, with a proviso, however, that if the faculty would agree to concessions to reduce operating expenses by \$400,000 (the \$350,000 projected deficit plus a contingency of \$50,000), that financial exigency would not be declared.

The Algoma University Faculty Association declined to offer concessions and, following the article of their collective agreement covering layoff of faculty for financial exigency, an investigative committee was struck comprised of representatives of management, the board, senate and the faculty association.

CAUT provided an external member, Ron Melchers of the Uni-

versity of Ottawa, to assist Algoma faculty member Bob d'Amato in representing the faculty association.

The committee found there were avenues for financial redress which had not been sufficiently examined. While the situation called for exigent financial management of the college's resources, it did not constitute a state of financial exigency so grave as to require the release of faculty.

Among the findings of the committee were that ancillary enterprises (a student residence and a fitness center) together accounted for about one-half of the current and projected deficit. The committee recommended that ancillary enterprises of the college be managed and held accountable for their fiscal results so as to eliminate losses. This can be accomplished through an increase of revenues or, failing that, a decrease in their expenditures.

The committee further found that non academic salaries accounted for a larger share of expenditures at Algoma University College than at any other group of comparable institutions. In part, this is consequent to Algoma's situation as a remote affiliated institution of Laurentian University. Nonetheless, this situation is not sustainable.

Algoma employs 54 administrative and support staff to provide services to 30 faculty members and 650 full-time students. The committee made a number of recommendations for the review, reorganization, reclassification and reduction of administrative and support functions, including the library. Savings from such initiatives are expected by the committee to exceed \$350,000.

The committee also recommended Algoma undertake an aggressive recruitment campaign to attract new students to its high quality and diverse undergraduate programs offered in a small, intimate college setting.

The senate ratified the committee's finding on Oct. 29 and the board met the next day to receive the report and its findings along with the ratification of senate.

There are lessons to be learned from this experience by other institutions. Ancillary enterprises, although they may contribute to the quality of life of university communities, cannot be operated at the expense of the instructional and research activities which represent the core of a university. They must be managed with some degree of independence and be held fully accountable for their results. This has been a consistent factor in many recent situations where universities have faced financial difficulties.

Universities must have adequate levels of reserves to protect themselves from short-term down-

turns in enrolments and to give them breathing room to reorganize resources accordingly. Increasing reliance on tuition revenues increases the instability of university finances. When changes occur, reorganization must follow quickly. University administrators must have adequate planning tools in hand to respond quickly before growing deficits limit the available options.

Universities have grown "top heavy" in administrative and support expenditures. Academic salary budgets have absorbed the lion's share of expenditure reductions through retirements without re-

placement, low wage settlements and growing student-teacher ratios. The infrastructure which supports faculty and students has consequently grown as a proportion of operating expenditures, and often also in absolute terms, so that an inequity has occurred.

This is clearly visible in any long-term analysis of the financial statistics of universities and colleges. Yet it has received scant attention from either university administrators themselves, or from other elements of university communities. It is only a matter of time, however, before the increasing bureaucratic weightiness of universi-

ties attracts the attention of governments who are asked to foot the bill.

The key recommendation of the Algoma University College Financial Exigency Committee was that the institution undertake a long-term planning process with involvement from the community it serves to develop a concrete vision of what the university is and what it should be — its mission and goals. This is prerequisite to clear and effective decision-making on allocations of resources. ■

(Ronald Melchers teaches in the criminology department at the University of Ottawa.)

## Is C.B. School Going Too Far?

BY PARKER BARSS  
DONHAM

HOW FAR CAN AN EMPLOYER go in securing the loyalty of a prospective employee, and how far in protecting itself from a hiring mistake?

The University College of Cape Breton's long search for a new dean of community studies recently ran aground on a contractual requirement that academics and administrators at other Nova Scotia universities decry as draconian, bizarre, and counter-productive.

Donald Castleden, an assistant professor of continuing education at the University of Manitoba with extensive experience in community studies, recently turned down the deanship because UCCB insisted he sign an undated letter of resignation.

Castleden acknowledges other issues stood in the way of his accepting the job offer — chiefly UCCB's unwillingness to give him time, even time without pay, to fulfil his membership responsibilities in two international academic organizations. But he says the unsigned letter of resignation, which UCCB executive vice-president Ray Ivany insisted was a matter of policy, posed an insurmountable obstacle.

The deanship has been vacant since the resignation last year of Silver Donald Cameron, who signed a similar letter. Though he left amicably, for personal reasons, Cameron said he wouldn't have wanted to stay in the job if his relationship with UCCB president Jackie Scott deteriorated to the point that she wanted him out.

Calls to academic administrators at several Nova Scotia universities failed to turn up anyone else who had signed an undated letter of resignation.

"I certainly didn't sign such a letter and I've never heard of it being asked for at the university level," said Dawn Russell, dean of law at Dalhousie University. "I wouldn't want to sign it either without knowing what use will be made of it, and with no guarantee of due process."

"I've never heard of such a thing," said Dalhousie medical school dean John Ruedy, who added that he is familiar with hiring practices at eight Canadian medical schools. "We make 40 new faculty appointments a year at the medical school and this just wouldn't be on. It's beyond belief."

"I've heard it talked about in the mythology of hard-nosedness," said Innis Christie, former dean of law and former chair of the Nova Scotia Labor Relations Board, "but I've never actually seen it done, especially in an academic setting."

"I know that it's not singular to UCCB," said Scott in a telephone interview. "If it's no longer done at Acadia then it's a very recent change. I suspect people are not being as open with you as I'm being."

"There are some days when I would be tempted," said Michael Leiter, dean of science at Acadia, who added he had not signed a letter of resignation. To his knowledge, Leiter said, such letters have never been required at Acadia within recent memory.

"It would seriously compromise the trust one would expect between an employer and an employee," said Ruedy. "Thinking that the employer has in his drawer the ability to terminate your employment at any time suggests a serious breach of the trust relationship that has to exist."

Ironically, Scott defends the policy precisely on the grounds of trust. She points out that UCCB has an administrative structure that is both lean and flat, consisting of the president, one executive vice-president, and half a dozen deans.

"After the office of the president, the next management layer is

the front-line layer," Scott said. "That group is an extremely egalitarian group. It's hardly a top-down militaristic environment."

But if you are going to devolve authority like that, then you need to be sure that people are on the same wavelength in terms of their value system and that they want to be part of a team that, yes, argues, thrashes things out, has lots of disagreements among themselves. But the ultimate thing in terms of an administrative team is that you have to get on with it; you have to manage the place. And you have to have some cohesion for team-building to do that.

"We take a lot of care to make sure we've got people who agree with UCCB's core values," Scott said. "They may have significant differences of opinion — and do quite often within the administrative group — on how to achieve those overall goals or missions. But the important thing is that they share the core values."

But Dr. Philip Rosson, dean of management at Dalhousie, thinks the UCCB policy is "bizarre," and likely to work against the kind of administrative crew Scott claims to be seeking.

He says deans and directors are "usually hired as agents of change," but requiring them to sign letters of resignation in advance will breed cautious administrators who would be loath to "do anything that could be considered out of the ordinary."

What seems to elude Scott is an obvious truth: the candidate who would forgo an otherwise desirable deanship on principle rather than sign an undated letter of resignation would almost certainly make a better dean than the sort of sycophant who would readily sign away due process. ■

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## Highlights of the 43rd Council Meeting

- Approved: Model Clause on Openness and Transparency. An initiative of the Collective Bargaining & Economic Benefits Committee, the model clause was derived from the CAUT policy approved in 1995. The purpose of the clause is to acknowledge the understanding of both parties to the agreement that openness and transparency are essential to encourage collegiality and academic freedom, to foster accountability and responsibility and to serve as a safeguard to fairness and due process. Associations that are or will be bargaining are encouraged to propose this clause for their collective agreements.
- Approved: Contribution of \$6,230 to CHOICES. CHOICES is a "coalition for social justice" and annually develops an alternative federal budget. CAUT's contribution is primarily directed to the development of the post-secondary education section of the alternative budget, a section co-chaired by Errol Black of the Manitoba Organization of Faculty Associations. The donation was based on 25 cents per individual member in CAUT.
- Approved: CAUT Award in Honour of Former CAUT Executive Director, Donald Savage. The Collective Bargaining & Economic Benefits Committee has established the Donald C. Savage Award to recognize individual contributions and achievements in promoting collective bargaining in Canadian universities.
- Tabled: Treasurer's Report. The audited financial statements for the fiscal year ended June 30, 1997 show that revenue exceeded expenses by \$27,022 for 1996-97, on revenues of \$3.2 million.

## Council Resolution — Ontario's Bill 160

WHEREAS Bill 160 centralizes the control over the management of education in Ontario in the hands of the Ontario Cabinet; and

WHEREAS Bill 160 directly undermines one of the fundamental democratic rights, free collective bargaining, by removing the right of Ontario's teachers to bargain collectively significant contractual matters; and by frustrating the free collective bargaining relationship between the teachers' democratically elected unions and the democratically elected school boards; and

WHEREAS Bill 160 directly threatens the quality of education in Ontario by cutting yet another \$700 million from the school budgets and by eliminating up to 10,000 teaching positions; and

WHEREAS Bill 160 gives the Ontario government the power to levy more than \$6 billion in property taxes without seeking the legislature's approval,

THEREFORE the Canadian Association of University Teachers calls upon the Premier of Ontario and his government to withdraw Bill 160 forthwith.

## Search for Executive Director Continues

The search for a new Executive Director for CAUT continues. CAUT President Bill Bruneau reported to Council that the executive search firm of Ray & Berndson Inc. been retained to assist the search committee in the process. Advertisements for the position had recently been posted in the *Globe and Mail*, the *Ottawa Citizen* and *La Presse*. The former executive director, Donald Savage, has retired after over 25 years of service to the association. Claude Dionne of the Université de Moncton is serving as acting executive director for a one year period.

# Council Astounded by Actions of Carleton U. President

COUNCIL DELEGATES WERE astounded to hear that Carleton University president Richard van Loon had held a press conference on Thursday, November 20 to which no faculty were invited to announce that "some 20 to 30 academic jobs" would be lost by means of program redundancy at Carleton. Although unauthorized to do so by senate decision, van Loon then went on to name specific programs.

Mike Fox, President of the Carleton University Academic Staff Association, reported on these events to the assembly. He noted

that when a university contemplates such drastic action, prudence would require several months of sober reflection and study by senate. But Carleton's administrators have other plans. They are attempting to strong-arm senate into making "academic decisions that are not driven by academic imperatives, but by financial ones."

In response to this report, Council unanimously adopted the following two resolutions. These resolutions have been forwarded to the president and chair of the board of governors of Carleton University:

1. CAUT strongly urges the president and administration of Carleton University to share all relevant information with all interested parties of the university in order to permit an open, informed and unhurried debate which will enable the university senate to make a considered decision on academic grounds about program closures, should they prove necessary.

2. CAUT strongly urges the senate of Carleton University to undertake an unhurried, informed, and open debate regarding program redundancy based on academic merit. ■

## CAUT Defence Fund Report

ROBERT ROSEBROUGH, CHAIRPERSON of the CAUT Defence Fund, reported to Council that the fund's board of trustees approved two changes to the rules of the fund at its October AGM, both of which result in an extension of the mandate of the fund.

After considering a proposal from its policy and planning committee, the trustees approved a change which will normalize the sending of strike support delegations. During recent strikes, representatives of the fund have made visits to their colleagues' picket lines (usually in the abysmal weather that seems to be a necessary part of Canadian faculty strikes). This had been done on an ad hoc basis, requiring special approval by the board of trustees each time. The

effect of these visits on picket line morale was judged to be very positive and the visits were seen to be a help in providing the resolve that ends strikes.

The second change approved by the trustees now also explicitly allows the fund to help associations with the costs of strike-ending mediation.

The settlements of both of the strikes last year in Ontario (Trent and York) required the services of a mediator. Although an expensive route, especially for small associations, there was consensus that it was helpful, and indeed to have reduced the strike benefit obligations of the defence fund.

Although it preceded the inception of the new rule, an application from the Trent association for assis-

tance with mediation costs was approved at the October meeting.

In other news, professor Rosebrough reported that the defence fund was happy to welcome a third new association in the past 12 months. The Brock University Faculty Association is the newest member of the fund, and is continuing to negotiate a first collective agreement. Other recent additions to membership in the fund are Concordia and Queen's. There are now about 11,500 faculty and librarians in defence fund member associations from Brandon to St. John's.

Also at the AGM trustees thanked Jim Clair of UNB for four years of service as treasurer, and elected Bill Schrank of Memorial to the position. ■

## Sarah Shorten Award Winner Lauréate du prix Sarah-Shorten

DR. SUSAN JACKEL FROM THE University of Alberta was presented with the 1997 Sarah Shorten Award at the November Council meeting. Dr. Jackel's efforts and accomplishments on behalf of women at the University of Alberta embody the goals and qualities sought in the recipient of the Sarah Shorten Award. Dr. Jackel has devoted a great deal of her academic life to improving the status of women at Canadian universities, most particularly at the University of Alberta. Her teaching, her research, and her tireless institutional service and networking have all focussed on issues facing women in academe. Letters of support for Dr. Jackel's nomination praise her efforts and accomplishments without reservation. ■



Dr. Jackel — Winner of the 1997 Sarah Shorten Award. M<sup>me</sup> Jackel, de l'Université de l'Alberta, lauréate du prix Sarah-Shorten 1997.

M<sup>me</sup> SUSAN JACKEL (Université de l'Alberta) a reçu le prix Sarah-Shorten 1997 à l'occasion de l'Assemblée de novembre du Conseil. Les efforts et les réalisations de M<sup>me</sup> Jackel au nom des femmes de l'Université de l'Alberta incarnent les objectifs et les qualités recherchés chez la récipiendaire du prix Sarah-Shorten. M<sup>me</sup> Jackel a consacré une grande partie de sa vie universitaire à l'amélioration de la condition des femmes dans les universités canadiennes. Elle aide les étudiants, le personnel et les femmes en général à s'exprimer ouvertement et à se faire entendre efficacement dans un milieu qui leur impose le silence. Les lettres appuyant la candidature de M<sup>me</sup> Jackel louangent sans réserve ses efforts et ses réalisations. ■





## Le prix des Bibliothécaires Librarians' Service Award

**M**<sup>ME</sup> GWENDOLYN EBBETT, de l'Université de Windsor, a reçu le prix des Bibliothécaires pour services émérites de 1997 à l'occasion de l'assemblée de novembre du Conseil. Mme Ebbett a contribué de façon remarquable à la profession en cherchant à faire avancer le statut et les conditions de travail des bibliothécaires pendant sa carrière à l'Université Mount Allison. Son action s'est répétée tant localement qu'aux niveaux régionaux et nationaux. Pendant plus de 15 ans, elle a lutté efficacement pour obtenir la parité avec les droits des professeurs, en particulier la permanence, la promotion, les congés sabbatiques et les salaires. La convention collective de l'Université Mount Allison est maintenant un modèle pour les bibliothécaires. ■



Mme Ebbett — Laureate du prix des Bibliothécaires 1997. Ms. Ebbett — Winner of the 1997 Academic Librarians' Distinguished Service Award.

**A**T THE NOVEMBER COUNCIL meeting the 1997 Academic Librarians' Distinguished Service Award was presented to Ms. Gwendolyn Ebbett from the University of Windsor. Ms. Ebbett has an outstanding record of contributions to the advancement of the status and working conditions of academic librarians over the course of her career at Mount Allison University. She has made a difference to this quest both in the specific local context and at the regional and national levels. For over 15 years she has fought effectively for rights parallel to those of faculty, including tenure, promotion, sabbatical leaves, and salaries. The Mount Allison collective agreement is now a model for librarians across the country. ■

## Réduction de programmes à l'Université Carleton

**L**ES DÉLÉGUÉS ONT APPRIS AVEC stupéfaction que le recteur de l'Université Carleton, Richard van Loon, avait convoqué une conférence de presse le jeudi 20 novembre, à laquelle aucun professeur n'avait été invité, pour annoncer que de 20 à 30 postes d'enseignement seraient abolis à cause de la réduction de programmes. Le recteur van Loon a nommé les programmes visés même si une décision du conseil d'université l'interdisait.

Mike Fox, président de la Carleton University Academic Staff Association, a rendu compte de la situation à l'assemblée. Il a fait remarquer que, lorsqu'une univer-

sité envisage de prendre des mesures aussi draconiennes, la prudence recommande que le conseil d'université réfléchisse sérieusement à la question et l'étudie pendant plusieurs mois. Les administrateurs de l'université ont toutefois d'autres projets. Ils tentent de forcer la main au conseil d'université pour qu'il prenne des décisions pédagogiques motivées par des impératifs financiers et non universitaires.

En guise de réponse, le Conseil a adopté à l'unanimité les deux résolutions suivantes qui ont été transmises au recteur et au président du conseil d'administration de l'Université Carleton :

1. L'ACPPU exhorte le recteur et l'administration de l'Université Carleton à partager toute l'information pertinente avec toutes les parties intéressées de l'université dans le but de permettre la tenue d'un débat transparent, informé et calme. Le conseil d'université pourra ainsi prendre une décision réfléchie sur les fermetures de programmes pour des motifs universitaires, s'il le juge nécessaire.

2. L'ACPPU enjoint le conseil d'université de l'Université Carleton de lancer un débat calme, informé et transparent sur les réductions de programmes fondées sur le mérite universitaire. ■

## Rapport de la Caisse de défense

**R**OBERT ROSEBRUGH, PRÉSIDENT de la Caisse de défense de l'ACPPU, a fait état au Conseil des deux importantes décisions prises par le conseil d'administration de la Caisse lors de l'assemblée générale annuelle tenue en octobre dernier. Ces deux décisions entraînent un élargissement du mandat de la Caisse.

Pendant les dernières grèves, des représentants de la Caisse ont joint leurs collègues sur les lignes de piquetage (en général, par un temps épouvantable, ce qui semble faire nécessairement partie des grèves de professeurs au Canada). Ces visites ont été faites de manière ponctuelle et ont exigé chaque fois une approbation particulière. Ces visites ont eu un effet très positif sur le moral

des grévistes et ont été perçues comme ayant aidé à fournir la solution menant fin à la grève.

La deuxième modification importante a trait au règlement des deux grèves ayant eu lieu l'année dernière aux universités Trent et York, en Ontario et pour lesquelles il a fallu recourir à un médiateur. Cette solution a coûté cher, en particulier pour les petites associations, mais on a convenu qu'elle avait été utile et qu'elle avait réduit les obligations de la Caisse de défense envers le versement d'indemnités de grève.

Les administrateurs ont approuvé les modifications apportées aux règlements de la Caisse qui normalisent la délégation de représentants à des piquets de grève et qui permettent explicitement à la

Caisse d'aider les associations à assumer les coûts d'une médiation pour mettre fin à une grève. Bien qu'elle précéderait la mise en vigueur du nouveau règlement et que, par conséquent, elle se trouvait en être exclue, une demande d'aide de la Trent Association pour les coûts associés à une médiation a été approuvée à l'assemblée en octobre.

M. Rosenbrugh a annoncé que la Caisse de défense avait accueilli une troisième association au cours des 12 derniers mois. La Brock University Faculty Association a joint les associations des universités Concordia et Queen's. En incluant ces nouvelles adhésions, la Caisse de défense compte maintenant quelque 11 500 professeurs et bibliothécaires, de Brandon à St. John's. ■

## Faits saillants de la 43<sup>e</sup> assemblée du Conseil

- Approbation de la clause modèle sur la transparence. Elle vise à reconnaître que les parties conviennent que la transparence est essentielle pour encourager la collégialité et la liberté universitaire, pour favoriser l'obligation de rendre compte et la responsabilité et pour sauvegarder la justice et l'équité procédurale. Les associations qui sont en négociation ou qui le seront bientôt sont invitées à ajouter cette clause dans leur convention collective.
- Approbation d'une contribution de 6 230 \$ à CHOICES correspondant à 25 cents par membre individuel de l'ACPPU. CHOICES est une coalition pour la justice sociale qui établit chaque année un budget fédéral de rechange. La contribution de l'ACPPU vise directement la préparation de la partie de ce budget intéressant l'enseignement postsecondaire.
- Approbation d'un nouveau prix en l'honneur de l'ex-directeur général de l'ACPPU, Donald Savage. Le prix Donald-C.-Savage reconnaîtra l'apport et les réalisations d'une personne dans la promotion de la négociation collective au sein des universités canadiennes.
- Le rapport de la trésorière révèle que les prévisions budgétaires que le Conseil a approuvées l'année dernière sont presque exactes. Les revenus dépassent de 27 022 \$ les dépenses pour 1996-1997, par rapport à des revenus de 3,2 millions de dollars.

## Résolution du Conseil — Loi 106 de l'Ontario

**ATTENDU QUE** le projet de loi 160 centralise le contrôle de la gestion de l'éducation en Ontario au Cabinet;

**ATTENDU QUE** le projet de loi 160 sape l'un des droits démocratiques fondamentaux, soit la libre négociation collective, en retirant aux enseignants de l'Ontario le droit de négocier collectivement des points importants de leur convention et en trompant le rapport de négociation collective libre entre des syndicats d'enseignants démocratiquement élus et des conseils scolaires démocratiquement élus;

**ATTENDU QUE** le projet de loi 160 menace directement la qualité de l'enseignement en Ontario en raison d'une réduction supplémentaire de 700 millions de dollars du budget des écoles et de l'abolition de 10 000 postes d'enseignants;

**ATTENDU QUE** le projet de loi 160 confère au gouvernement de l'Ontario le pouvoir de percevoir plus de 6 milliards de dollars en impôt foncier sans demander l'approbation de l'assemblée législative;

**PAR CONSÉQUENT** l'Association canadienne des professeurs et professeurs d'université demande au premier ministre de l'Ontario et à son gouvernement de retirer le projet de loi 160 sans délai.

## Rapport du Comité du recrutement

La recherche d'un directeur général ou d'une directrice générale se poursuit. Le président de l'ACPPU, Bill Bruneau, a annoncé au Conseil que les services de la compagnie Ray & Berndtson Inc. ont été retenus pour aider le comité du recrutement. Le poste a été annoncé dans le *Globe and Mail*, le *Ottawa Citizen* et la *Presse*. Donald C. Savage, l'ex-directeur général, a pris sa retraite après 25 ans de service à l'association. Claude Dionne, de l'Université de Moncton, le remplace à titre de directeur général par intérim pour un mandat d'un an.



## Restoring Civility at Mt. Allison

FROM PAGE 1

But there are other virtues that do not appear, among them tolerance and civility. These are modern virtues, recognized only in the early modern period. They are both relatively strange.

To be tolerant is to recognize that the other person is wrong but to put up with it anyway; it involves the resolve to live with error. To be civil is to allow that the other person might be wrong but to work with that person anyway; it involves the resolve to work with those who might be wrong.

Both tolerance and civility require restraint, the determination not to push one's case or point of view to the extreme that the other person is forced to resist violently. They require the determination not to use appeals to emotions and to non-rational means in ways that make cooperation and further discourse impossible.

These virtues involve the aim of living together and working together towards common goals even where there is disagreement. In the context of universities, among those goals will be that of making an employer/employee contract work.

Civility does not preclude vigorous disagreement on policy or on the means to implement policy. Neither does it require always attaining consensus. And certainly, it does not require unthinking loyalty to leadership, the board of regents, say, or the president. People should be able to disagree on policy, indeed be able to disagree vigorously, while also maintaining social contact and discourse and while continuing to work together.

There is a strong tradition of civility in Canadian politics. In the House of Commons members can disagree sharply in debate, and resort to a variety of tactics to ensure that their voice is heard, while at the same time maintaining mutual respect and even to remain friends. Civility, however, does not require

friendship. What it does require is mutual respect and a two-sided orientation involving a willingness to listen to the other side, together with the sense of restraint which all that imposes.

Civility is strengthened by institutional support. There must be debate and discussion about the goals and means towards those goals. There must be a forum in which such debate and discussion can take place, and rules which enforce the requirement of restraint.

It is all too human when one loses a debate to be tempted to use means other than reasonable discourse and argument, all too human to be tempted to use means other than rational persuasion. People recognize this but also recognize that greater benefits in the long run arise from the exercise of the virtue of civility.

They therefore establish rules and the institutional context which will help them resist temptation, rules of order and procedure and decorum that will help all continue to be able to work together in spite of differences.

It is civility in this sense, and its institutional safeguards, that has been weakened at Mount Allison. If good governance is to be restored, then there must be a return to civility. My recommendations are aimed to this end.

It is perhaps not surprising that civility has all but disappeared at the university. Meetings of the board of regents are closed. Such secrecy fosters suspicion. The senate has no effective role in developing and approving the budget. This generates the sense that faculty and librarians have no voice in the academic decisions that are shaped by the budget over which they have no control.

At many universities, these sorts of practices were abandoned after the 1966 Duff-Berdahl report, *University Government in Canada*,

See MT. ALLISON...  
Page 15

## Ramener la civilité à l'Université Mount Allison

SUITE DE LA PAGE 1

son rendement pendant le premier mandat n'ait été convenablement évalué.

Tous ces faits se sont produits à l'Université Mount Allison. Il va sans dire que la collégialité a échoué même si de formidables professeurs ont obtenu pour l'université le premier rang dans sa catégorie à la suite du sondage de Madenau.

Étant donné la situation, la Mount Allison Faculty Association a demandé à l'ACPPU de nommer une commission d'enquête sur l'état de la direction à l'université. J'ai mené l'enquête à titre de commissaire et j'ai formulé dans mon rapport un certain nombre de recommandations visant à ramener la civilité à l'Université Mount Allison.

Il est inutile d'essayer de blâmer qui que ce soit, car ce qui a été dit serait contesté. Le véritable problème est de réussir à réunir les parties. Des ententes prises à l'échelle de l'établissement peuvent aider, mais elles peuvent être un obstacle. Certaines ententes peuvent susciter des soupçons, d'autres peuvent les dissiper. Ce sont ces dernières, bien entendu, qui aideront à ramener la civilité.

La civilité est une condition essentielle à l'amélioration du climat. De part et d'autre, les administrateurs et les membres de l'association des professeurs ne peuvent être en guerre. Ils doivent pouvoir soulever des problèmes, en discuter ensemble et collaborer pour les résoudre avant qu'ils ne prennent de l'ampleur ou deviennent une source de confrontation. Les deux parties, en d'autres mots, doivent pratiquer la vertu de la civilité.

En parcourant le traité de Cicéron, *De officiis*, on peut y repérer diverses vertus civiques louées comme la bravoure ou la loyauté. Cependant, il existe d'autres vertus qui n'y sont pas mentionnées, notamment la tolérance et la civilité. Ces vertus modernes, relativement étranges, n'ont été

reconnues qu'au début de l'Époque moderne.

La tolérance consiste à admettre que l'autre a tort mais que l'on arrive à le supporter : on est résolu à vivre avec l'erreur. Lorsqu'on agit avec civilité, on permet à une personne d'avoir tort mais on continue à travailler avec elle : on est résolu à travailler avec elle même si elle a peut-être tort.

La tolérance et la civilité exigent une maîtrise de soi, la détermination à ne pas dépasser les limites pour ne pas forcer autrui à résister violemment. Ces vertus exigent également que l'on soit déterminé à ne pas faire appel aux émotions et à des moyens qui rendent impossibles la collaboration et le dialogue.

Il faut viser à vivre ensemble et à travailler ensemble à la réalisation d'objectifs communs même si l'y a des désaccords. Dans le contexte universitaire, l'un de ces objectifs est de veiller au bon fonctionnement du contrat de travail entre l'employeur et les employés.

La civilité n'empêche pas les désaccords énergiques sur une politique ou sur les moyens de mettre en œuvre cette politique. Il n'est pas nécessaire non plus de toujours atteindre un consensus.

Chose certaine, la civilité ne requiert pas une loyauté irréfléchie envers la direction, le conseil d'administration, voire le recteur. On devrait pouvoir être en désaccord avec une politique et pouvoir s'y opposer vigoureusement tout en maintenant un contact social et le dialogue et en continuant à travailler ensemble.

La politique canadienne possède une solide tradition de civilité. Les députés de la Chambre des communes peuvent être très divisés dans un débat et recourir à diverses tactiques pour faire entendre leur point de vue. Pourtant, ils continuent de se respecter mutuellement et demeurent même des amis. L'amitié, cependant, n'est pas une condition de la civilité. Celle-ci exige le respect mutuel et une

orientation bilatérale supposant la volonté d'écouter l'autre, ainsi que la maîtrise de soi.

Le soutien de l'établissement renforce la civilité. Il faut débattre les objectifs et les moyens à utiliser pour parvenir à les réaliser. Il faut une tribune où le débat peut avoir lieu et des règles qui mettent en application la maîtrise de soi.

C'est dans la nature humaine que de tenter d'utiliser des moyens autres que le dialogue et des arguments raisonnables lorsque l'on perd un débat. C'est dans la nature humaine, également, que de tenter d'utiliser des moyens autres que la persuasion rationnelle. Les gens l'admettent comme ils admettent aussi que la pratique de la vertu de la civilité apporte à long terme de plus grands avantages.

Ils établissent alors des règles et le contexte institutionnel, qui les aideront à résister à la tentation, ainsi que des règles de procédure et d'étiquette, qui les aideront à travailler ensemble malgré les différences.

C'est dans ce sens que la civilité et ses garanties institutionnelles ont été affaiblies à l'Université Mount Allison. S'il faut rétablir une bonne direction, il faut alors retourner à la civilité. Mes recommandations vont d'ailleurs en ce sens.

Il n'est peut-être pas surprenant de constater que la civilité a disparu à cette université. Les réunions du conseil d'administration sont à huis-clos, ce qui alimente les soupçons. Le rôle du conseil d'université dans l'élaboration et l'approbation du budget est inefficace. Les professeurs et les bibliothécaires ont ainsi l'impression qu'ils ne peuvent intervenir dans les décisions universitaires déterminées par le budget et sur lequel ils n'ont aucun contrôle.

Après la publication du rapport Duff-Berdahl en 1966, intitulé *University Government in Canada*, et parainé par l'Association des

Voir MOUNT ALLISON...  
à la page 15

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# The Evolving Nature of Post-Secondary Education

BY DIANE PETERS

**D**ISTANCE EDUCATION, OFF-campus instruction, distributed learning programs — such terms are occurring with increasing frequency in academic literature. Such programs have expanded rapidly in the last few years and the trend is likely to continue as the nature of post-secondary education evolves.

The result has been an increasing demand for academic libraries to address the needs of users beyond their immediate campus environment. This trend has both positive and negative implications for librarians.

On the positive side, a recognition by university administrators of the importance of distance learning as a mode of delivery may possibly lead to increased funding for technology. The availability of up-to-date hardware and software benefits librarians in the execution of their duties both on and off campus.

At some institutions, specialized departments or centres are being set up to consider ways in which technology is being used in teaching, learning and research — for example, the Centre for Educational Technology at the University of British Columbia. Librarians have, or should have, opportunities to become involved in such initiatives.

Distance learning fosters increased co-operation between libraries. Effective delivery of library support is usually dependent upon extensive resource sharing and reciprocal service agreements. The creation of such resource networks can have positive benefits for the entire academic community.

There are also negatives which need to be kept in mind. First and foremost, successful distance learning programs require careful planning. Unfortunately they are often instituted without adequate thought to library requirements.

Distance learning also requires adequate technology. High technology costs are involved in developing and maintaining a distance learning infrastructure. On many campuses, declining budgets mean that hardware is becoming outdated and the necessary software to deliver programs and facilitate research is not available.

It may not be possible for some institutions to afford such resources within the near future unless considerable effort is devoted to creating or discovering alternative sources of funding. In addition,

concentrating limited financial resources in the area of distance learning may reduce funding usually available for service to the on-campus community.

The question of financing for distance learning raises the question of library user fees. There is much difference in opinion regarding the ethical implications of this issue. It should be kept in mind that distance learners come from various backgrounds.

In some cases personal circumstances may prevent students from becoming "regular" on-campus students; for many, the imposition of extensive surcharges for access to library resources may mean financial hardship.

Others — for example, those enrolled in executive MBA programs — may be receiving subsidies from companies while they study, and a corporate "fee for services" model may be appropriate.

Increased workloads may be a byproduct of distance learning. Rather than just directing users to available resources, library staff may be required to physically locate and process materials to be sent to external borrowers, often within limited time restrictions. Librarians will be forced to assess priorities.

In addition, workload increases may affect some librarians more than others, perhaps those with the most sophisticated equipment available to them, such as electronic resources librarians, who may be asked to take on more than a fair share of additional responsibilities, such as designing "virtual" tours and setting up web sites.

Bibliographic instruction may be a problem in learning conditions where direct contact between instructors and students is limited. Students may not receive adequate training in information retrieval or they may be technologically unsophisticated and have difficulty finding their way in an electronic environment. In addition, opportunities for interaction with other students in the course of the research process may be restricted.

The use of technology for teaching and learning is often seen as an excuse for staff downsizing. Librarians may be replaced by technicians or support staff members in the delivery of library services to distance learners. A likely result will be a focus on techniques of information retrieval without adequate training in the assessment and evaluation of the information found.

Undoubtedly, changing technologies are providing exciting possibilities for both instruction and research. However, care needs to be taken to ensure students who choose to learn at a distance from the main campus are given the same high quality of education and learning opportunities as those on campus. ■

(Diane Peters is a reference/collections librarian at Wilfrid Laurier University, and is a member of CAUT's Librarians Committee.)

Literature on the delivery of library services for distance learning is proliferating. In 1991 the joint CLA/ALA publication *Library Services for Off-Campus and Distance Education: An Annotated Bibliography*, by Sheila Latham, Alexander L. Slade and Carol Budnick, brought together 535 references summarizing publications, theses and research reports produced between January 1930 and early 1990. The second edition (Englewood, CO: Libraries Unlimited, spring 1996), by Alexander Slade and Marie A. Kaseus, includes over 400 works published in the 1990s. Its chapters cover such topics as: bibliographies, general works, historical studies, the role of libraries in distance education, guidelines and standards, organization and planning, collection management, information and support services, bibliographic instruction, document delivery, interlibrary co-operation, library surveys, user studies, and library case studies.

Online resources available include: OFF-CAMP, a listserv for librarians serving off-campus users. Send message to: list-serv@cms.cc.wayne.edu. Subscribe: OFF-CAMP first-name last name

Sample home page for distance learners: <http://www.univntheo.edu/library/offcib.html>

Online access to distance education database at the International Centre for Distance Learning (ICDL) at UK Open University contains information on worldwide distance learning education programs and literature relating to all aspects of the theory and practice of distance education: Telnet to ACXVAX. OPENACUK login to Open University VAX cluster with user name ICDL.



The University of British Columbia

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## Readers applaud questions raised in review of Marsden's books

The review of Marsden's two books under your caption, "Can Universities Tolerate Religion?" (Bookshelf, November) speaks directly to issues of crucial significance for teaching and research. All too often, open discussion of the intellectual implications of religious commitment does indeed seem to be perceived as being "in bad taste." Tolerance for views of all persuasions seems not to extend to religious (or at least not to Christian) beliefs.

Clearly, in some Canadian universities, such beliefs have in the past been used in an exclusionary manner, and thus caution is understandable. But it would be hard to find evidence of such exclusion today. In fact, the pendulum has swung decisively, in one generation, from a sometimes vague, but taken for granted, religious motivation for and background to scholarship, to an assumption that the very idea is eccentric or mistaken or worse, that religious commitment might play a role in academic discourse.

This means, of course, that in many newer Canadian universities, the pendulum has only ever been visible in one place. Your reviewer is right; for all of us "concerned with the nature of the university," it is high time for a "reappraisal of the role of religious belief in scholarship."

DAVID LYON

Head, Sociology, Queen's University

My appreciation for Keith Cassidy's thoughtful review (Bookshelf, November) of George Marsden's work! The questions raised at the end of the review get at the very heart of the loss of meaningful debate on the university campus. Please thank him for not taking the predictably "correct" view, and instead recognizing the role which religious belief can play in opening up scholarly discourse. In his review he has helped reappraise an assumed secularization, which is already losing its credibility outside the university.

MARGUERITE VAN DIE

History/Theology, Queen's University

## Ethics code restrictions limit intellectual freedom

I was glad to see the article (*Bulletin*, October) opposing the wider excesses of the proposed Tri-Council Code of Ethics. However, the concern about extending protection to collectivities is somewhat of a red herring. The article itself says: "For example, it is hard to understand why any citizen in Canada would be able to write an unofficial biography of a living person except, of course, university professors..." It is indeed difficult to see why university professors should be so restricted. But a "living person" is not a collectivity; a compromise allowing private individuals, but not collectivities, to veto research that they felt harmed them, would still prevent academics from writing unauthorized biographies.

It is not enough, as the article seems in places to suggest, that there should be an open season on governments and corporations, or even on most collectivities, but heavy restrictions on research involving individuals, aboriginal peoples, or "vulnerable minorities." The restrictions that have been suggested are repugnant to intellectual freedom, whichever individuals or groups are placed out of bounds.

Let me suggest an important distinction that should be made in whatever code is finally adopted. In medical research, and in a few other areas, subjects may be harmed, physically, by the process of research and this must obviously be controlled carefully. A collectivity should also be protected against such damage — for instance, a researcher cannot ethically cause discord within a community to observe the response!

On the other hand, there has never been a tradition in medical or other research that anybody, e.g. a drug company whose product has been found dangerous, has a right to protection from the results of research. Let us recognize this difference. Subjects — singular or plural, aboriginal or not — have the right to be protected from fraudulent or invasive research. Nobody has a right to censor the knowledge that might result.

ROBERT DAWSON

Mathematics & Computing Science  
Saint Mary's University

## The copyright debate — web vs. journals

Having read some of the *CAUT Bulletin* articles about Internet copyright, we would be interested in any thoughts on copyright and career issues that have come up for our research unit. Our work is essentially directed at health policy of various kinds so the dissemination of research findings is more important to us than ownership. In the past we have published findings in technical reports in New Zealand then written material about it for publication in the international academic journals. To improve local dissemination and to help establish ourselves as the "authoritative knowledge producers" for a couple of areas that we're best at we have put up an extensive web site. The plan for the future is to publish on the web first and on paper afterwards.

The question for us is that the web is international publishing in a way that our technical reports weren't. Will we be shooting ourselves in the foot with the international journals if the findings are no longer "new" because they have been on the web? On the other hand who wants to wait a year or two for a paper to be reviewed and eventually appear in a journal. But the review process is important to us. Peer review and academic journals underpin our authoritative knowledge, our position in the university and its resource politics, and our position-from-which-to-speak publicly in New Zealand about policy issues. Not to mention our personal careers (three journal articles a year recommended).

So we asked our favourite journals what they thought. And they don't know yet. Most of the copyright debate is about copying ("downloading") and ownership, or putting journal publications on the web which is much the same as re-publishing, "fair use" rules etc. (e.g. <http://www.arl.org/newsltr/192/intro.html>).

DR. LINDA HILL

Researcher, Alcohol & Public Health Research Unit  
University of Auckland

Material can be sent to Linda Hill at the University of Auckland, PB 92019, Auckland, New Zealand; web site: <http://www.aphru.ac.nz>; e-mail: [linda.hill@auckland.ac.nz](mailto:linda.hill@auckland.ac.nz) — ed.

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# Delays in Drafting Copyright Law Welcomed

**D**ELAYS IN DRAFTING SEVERAL regulations in the new copyright act have provided creator and user communities an unexpected opportunity to voice their concerns.

The legislation, entitled *An Act to Amend the Copyright Act*, passed third reading on April 26 and was to have been in full force by Sept. 1.

University faculty and librarians will undoubtedly welcome the delay since the regulations in question impact directly on university libraries and the way they access and use copyright materials.

## Phase II Regulations

On Oct. 2, 1997 a meeting was called by representatives from Canadian Heritage and Industry Canada concerning the drafting of regulations pursuant to sections 30.1, 30.2, 30.21 and 30.3 of the *Copyright Act*.

CAUT, along with representatives from the writer, editor, newspaper, educator, archival, publisher, museum and library groups were invited to attend. There were no representatives from unlicensed institutions nor student associations at that meeting.

Andrew Martin of the licensing collective CANCOPY was present in the afternoon to speak to a possible side agreement.

CAUT made the argument that libraries are better left to regulate themselves and that the imposition of legal sanctions through onerous regulation would only add to professional workload and administrative costs in an era of fiscal restraint.

In particular CAUT provided strong opposition to a regulation concerning the posting of copyright warnings above self-serve photocopiers which would have shifted the liability to library staff.

The language defining scholarly, scientific and technical periodicals for the purpose of section 30.2 was of specific interest to Canadian faculty and librarians. CAUT presented a position which would strike a balance between access, and protection for those members who gain income as writers of periodicals.

CAUT suggested the definition of scholarly, scientific or technical periodical should include but not be limited to articles which are either reviewed by peers or by referee, and any article whose subject matter is of a scholarly, scientific or technical periodical nature.

It became clear that it is important for CAUT to attend all meetings where draft language is created, to continue to protect its members from increased liability and to promote its specific interests. While Jan. 1, 1998 is the date when sections 67 and subsections 67.1(1) and (2) of the act are scheduled to come into force, the final result of the consultations concerning the regulations along with any side agreement have yet to be published by Canadian Heritage and Industry Canada.

## Phase II Review

When Sheila Copps was deputy prime minister she promised the review of phase II would take place in three years rather than five. As some bureaucrats clearly intend

of the user to access to information. CAUT takes the position that copying in an electronic environment is the same as in the print environment: permanent and tangible.

For additional information see the final report of the Information Highway Advisory Council at <http://staregis.ic.gc.ca/IHAC>.

The phase III discussion is taking place within the cadre of the World Intellectual Property Organization (WIPO) International Database Treaty. WIPO held an information meeting in September in Geneva to share information and develop an agenda for the drafting of this treaty.

## Internet Liability

Included in the electronic debate is the issue of Internet and e-mail liability. This subject was broached by Canadian Heritage and Industry Canada on Sept. 3, 1997 at a Montreal conference.

Since then, the Federal Court of Appeal has rendered the important decision of *Tele-Direct v. American Business Information* (Oct. 1997, A-553-96 per Déry J.A.) upholding the lower court finding that there is no copyright on the Yellow Pages of telephone books.

This is good news for users including libraries, researchers and others who may depend on databases of essentially factual information.

"Sweat of the brow" is no longer determinative and Canadian and American law regarding database protection are essentially the same. Copyright aficionados are watching to see if this decision will

# Unity and Integration of Knowledge

The Association for the Unity and Integration of Knowledge is holding its 4th meeting at the University of Ottawa Learned, May 27 to 29, 1998, and is requesting proposals for papers (500 words) on the following topics:

- methods in integrating different disciplines
- unifying strategies for knowledge in general
- practical approaches to knowledge proliferation

Please send proposals by January 31, 1998 to

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## In the coming months faculty and librarians can create a wish list of amendments as they live with the new act and discover its pitfalls.

Despite the fact that all Canadian universities are members of CANCOPY, CAUT took the position that the entrenchment of CANCOPY's hegemony by way of the regulation was ill-advised.

An alliance of CANCOPY, CARL and AUCC proposed a two-tiered system whereby those organizations which were licensed would not be subject to the regulations. This would increase CANCOPY's monopoly and thereby decrease the negotiating power of an educational or library organization, as well as place an undue burden on those smaller libraries or educational institutions which have not been licensed for a number of reasons.

CAUT did not support this recommendation. Readers are encouraged to examine the CAUT response to the proposed side agreement through the Internet at [www.caut.ca](http://www.caut.ca).

CAUT also presented its concern that liability for copyright infringement should not fall on the shoulders of member librarians and

to ignore this promise and to follow the five-year schedule outlined in the act, CAUT will have a role to play in the enforcement of the "Copps promise."

In the coming months faculty and librarians can create a wish list of amendments as they live with the new act and discover its pitfalls. For example, the issue of criminal sanctions for any infringement looms large as a potential pitfall.

## Phase III

Phase III of the act will deal with databases, the information highway and other technological issues. Of particular concern are issues surrounding caching (making a temporary internal electronic copy) and browsing (viewing on a video screen or other similar device but not making a permanent copy by downloading to a hard drive or other permanent record or copy).

Throughout the debate which will surely ensue, CAUT will support a balance between the rights of the copyright holder and the rights

to be appealed to the Supreme Court of Canada.

The issue of Internet and e-mail liability for Canadian faculty and librarians has recently been referred by CAUT to legal expert Pierre Trudel of Université de Montréal. His analysis is expected in the new year.

While the general principle that legal liability is determined by the extent to which the service provider is informed of the content of the material and the extent to which control is exercised over the "illicit" material, the specific application to CAUT members is unclear.

Jurisprudence is still developing in this area of law and the issues surrounding the publication of materials which are contrary to the criminal code, infringe copyright, or are defamatory in nature remain of concern to all Internet and e-mail providers. ■

This month's copyright feature was provided by Cynthia Westaway of CAUT.



## Call for Applications

1998-99 ACUNS Dissertation Awards

As part of the effort to invest in the next generation of scholars and with financial support from the Ford Foundation, the Academic Council on the UN System has established a competitive awards program for two ACUNS members who are social scientists or the equivalent for legal scholars. These awards can be used independently or in conjunction with another fellowship. Subsequent to review by an independent selection committee, these awards will be disbursed in July 1998 to cover the period 1 July 1998 - 30 June 1999.

A completed application will include a 3-to-4 page description of the applicant's dissertation research proposal, curriculum vitae, and at least one letter of recommendation from the applicant's doctoral mentor or a faculty member who knows his/her work. It is the sole responsibility of the applicant to ensure that his/her dossier is complete by the application deadline. Completed applications must be postmarked no later than February 2, 1998.

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## Information Technology's Impact on the University

Information technology has an impact on many aspects of academic life — university-business linkages, possible privatization of programs, the perceived role of the university, ownership of course materials, electronic journals, reward systems for academic staff, academic freedom, performance indicators, student accessibility, employee rights and protections, and so on. At the onset of the November CAUT Council, faculty association delegates spent a day making an initial examination of some of the issues raised by the introduction of technology in the university.

**University Faculty & Information Technology** — As part of a general overview, Ken Field (Trent), chair of CAUT's Librarians' Committee, noted that Canada is making a concerted effort in the race towards a global information economy. That economy treats information as a commodity to be sold, and access to that information has a price tag attached to it. The various initiatives of the federal and provincial governments of Canada are encouraging the private sector to take control of the information infrastructure, the information highway. Access to information could become very expensive and limited, disadvantaging those who cannot afford to pay, including university libraries. The drive towards privatization will have other impacts on universities, as private industry seeks to influence both research endeavours and the university curriculum at the expense of academic freedom.

**American Overview** — Perry Robinson (American Federation of Teachers) suggested that academic staff should also be concerned about the costs of introducing instructional technology. Costs are not restricted to the obvious upfront costs of acquisition of hardware and software, but also include recurring costs such as maintenance, upgrading, and technical support. Rapid obsolescence of innovations means that high-tech equipment and programs are often out-of-date by the time they actually reach the classroom. He cautioned that, in the United States, governments have slowly withdrawn the funding that allows students direct access to the campus, in favour of providing electronic access to educational facilities. Administrators of some institutions are wholeheartedly embracing information technology as a means to raise the profile of the university and to provide students with a perceived competitive advantage in the "information age." A distinction has to be made, however, between the technical skills needed to use the tools that universities buy from private companies such as IBM and Microsoft, and the learning processes that shapes a student's ability to think critically, and to transform data and other information into meaningful knowledge.

**Electronic Publishing** — David Beattie, head of the virtual products section at Industry Canada and director of operations for SchoolNet, spoke about government expectations for electronic journals. Commentaries were provided by Ken Field and Jennifer Bankier (Dalhousie), chair of CAUT's Status of Women Committee.

**Doing IT Right** — Faculty members Sonya Symons (Acadia), Richard Bochonko (Manitoba), and Darren Meister (Queen's) made presentations about planning and using instructional technology.

**Security & Privacy** — Daniel Shap, a lawyer with the law firm of Goodman & Carr in Toronto, gave an overview of security and privacy of electronic mail and individual Internet resources.

**Collective Agreements** — Speakers David Clipsham (York University Faculty Association), Cynthia Petersen, a lawyer at Sack Goldblatt Mitchell in Toronto; and Perry Robinson had suggestions for contract provisions to protect the interests of academic staff. Commentaries were provided by Vic Catano (Saint Mary's), chair of CAUT's Collective Bargaining & Economic Benefits Committee; and Pat O'Neill (Acadia), chair of CAUT's Academic Freedom & Tenure Committee.

## Meeting the Challenges of Electronic Publishing

DAVID BEATTIE, DIRECTOR OF operations for the SchoolNet system funded by Industry Canada, addressed delegates about the challenges facing electronic publishing in Canada. He spoke from the perspective of a government department which is encouraging learned journals to acquire an on-line presence.

There are a number of scholarly electronic communication and publishing initiatives supported by Industry Canada, and in particular by its Virtual Products division. Much of this work takes place in the context of SchoolNet. SchoolNet is a cooperative federal/provincial/territorial network of educational sites and services, with a major, but not sole, focus on primary and secondary schools. The network supports almost 10,000 of the targeted 16,500 schools to be connected via the Internet by the end of 1998.

SchoolNet serves the post-secondary community through the National Graduate Register, which allows potential employees to post their skills and employers to post their needs. The Register currently contains 45,000 student resumes, and up to 400 resumes are requested by employers daily. SchoolNet and AUCC have joined forces to create searchable on-line university calendars. An on-line database of graduate awards is under development. The network has also supported the creation of an inventory of distance education courses.

The Industry Canada approach to on-line scholarly publishing involves a number of key elements. The first element is support of public education, without any profit-generating goals. For scholarly journals, this principle would translate into the publication of university research on a non commercial basis. The second element "supports publishing enterprises owned by the creators of the research or their university communities." This model is less expensive to access, and serves as a community-developed alternative to private and proprietary publishing services.

In Beattie's view, "electronic publishing, specifically on-line publishing, provides the scholarly community the opportunity to take back the ownership of its own research, while maintaining or increasing quality, to escape the spiralling cost treadmill the commercial academic publishers have" imposed. If the scholarly community does not take up this opportunity, commercial publishers will add on-line publishing to its repertoire at current or spiralling costs. This will not ease the pressure on

university libraries nor on research budgets.

The first challenge, therefore, is for the academic community to decide who should own the on-line publishing enterprise.

Researchers have expressed concern that work published electronically will not be granted the same credibility as work published traditionally, on paper. This will affect promotion and tenure review and influence granting council decisions. A number of bodies, however, including CAUT, the Association of Universities and Colleges of Canada, the granting councils, and the Humanities and Social Sciences Federation, have already accepted the idea that "on-line publishing is the equal of on-paper publishing, given equivalent standards of peer review and archiving."

New on-line journals will not initially have the same prestige as established journals with well-respected editorial boards, and this is a problem that would have to be addressed.

Other challenges impeding establishment of electronic journals relate to maintaining subscription revenue, preserving copyright, and ensuring digital integrity. SchoolNet has supported a number of projects illustrating these concerns, and reports are available on the SchoolNet web site (<http://www.schoolnet.ca>). One successful example is the six-year-old journal called *Surfaces*, jointly managed by Les presses de l'Université de Montréal.

The *Canadian Journal of Behavioural Science* is published in both print and digital format. Although subscriptions for the print version actually increased, two independent production streams meant higher overall publishing costs. A possible solution might be the use of software such as a Standard Generalized Markup Language (SGML), recognizable by both printers and world wide web facilities.

After a number of unfortunate trials, SchoolNet has helped to organize a collaboration among publishers of scholarly journals. The member publishers intend to develop a series of tools and services needed to engage in electronic publishing. To date, the membership list includes the Canadian Mathematical Society, University of Calgary Press, Wilfrid Laurier University Press, University of Toronto Press, the Canadian Association of Learned Journals, the Journal of Conservation Ecology, the Canada Institute for Scientific and Technical Information of the National Research Council, Les presses de l'Université de Montréal, the Electronic Text Centre of the Univer-

sity of New Brunswick, as well as SchoolNet itself.

Although this collaboration has not yet engaged in on-line publishing, individual partners have taken the electronic plunge. The group has embarked on a number of projects including: long-term maintenance of scholarly information; consistent, searchable document descriptions; document tracking during peer-review; manuscript preparation guidelines; Optical Character Recognition (OCR) for transferring paper-based documents to electronic format; and subscription services.

SchoolNet helps to find funding for these collaborative projects. David Beattie expects that once projects are underway the collaborators could solicit financial assistance from the Canada Foundation for Innovation.

Ken Field focussed on the financial crisis facing scholarly publishing. He supported the idea of providing a scaled service for on-line publishers so that both small and large publishers can benefit. This will at least keep alive the dissemination of scholarly research in Canada. However, the universities grant little in the way of support for their own publishing houses. Given the crisis in post-secondary funding, it may not be surprising that the university press is suffering. Ken Field wonders what will happen once the federal government ends the financing for SchoolNet in 1998. He suspects that the behemoth publishers will continue to monopolize the field and drive costs upwards.

Jennifer Bankier commented on the issue of ownership and copyright. She encouraged at least some nonprofit academic journals to adapt their publication procedures and copyright regimes to a more flexible and accessible electronic environment. She noted that "academic culture is a gift culture where the goal is sharing of the fruits of scholarship through publication and teaching, not the sale of information for financial reward." Academics should also have the right to permit free use of their works if they so choose. A model for achieving this end would entail setting up permission clauses and lists associated with, for example, academic-controlled electronic journals such as those produced by the various learned societies. ■

For further details on the ownership and copyright proposal mentioned in Jennifer Bankier's comments above see professor Bankier's paper available through the File Transfer Protocol (FTP) site: <ftp://ftp.cc.manitoba.ca/e-journal/ICREJ03/Bankier.wp5>



## Negotiating the Use of Information Technology for the University Environment

RECENTLY, THE USE AND CONTROL of information technology have caused tension between academic administrators and academic staff. During the 1997 contract negotiations at York University unresolved technology issues were one of the underlying causes of the faculty strike. In universities where instructional technology is forced upon staff and students, faculty are concerned about loss of academic freedom and choice to use or not to use technology.<sup>1</sup>

Academic staff must be centrally involved in how and why technology is introduced on campus. One means of reaching consensus and agreement between faculty and administrators is through the process of negotiation and joint planning structures.

Perry Robinson of the American Federation of Teachers (AFT), Cynthia Petersen, a lawyer with Sack Goldblatt Mitchell in Toronto, and David Clipsham of York University Faculty Association highlighted a number of issues that need to be jointly addressed by academic staff and administration.

The advent of instructional technology has increased interest in distance education. In its task force report on technology in higher education,<sup>2</sup> AFT suggested that faculty have a responsibility to "keep educational quality at the center of the discussion about distance learning" (p.13). This responsibility ap-

plies to all aspects of teaching and learning. AFT outlined five principles:

- faculty must retain academic responsibility and control over instruction
- distance learning courses should only be taught by faculty appointed and evaluated through the traditional process
- distance education courses should be structured to include substantial faculty-student and student-student interchange
- distance education should only be undertaken when a campus-based alternative is impractical
- only a limited number of credits should be awarded for distance education.

Faculty need to be involved in decisions that determine how many credits can be obtained through distance education courses. Restrictions need to be placed on importing courses that use instructional technology, especially if the course content is already taught, or could be taught by existing personnel. These restrictions are crucial during a strike or lockout, or if employees have been recently laid off. New special courses should be created by employees, and not by contracting outside the university. Special courses relying on information technology should go through the same rigorous academic approval process that applies to other university courses. Issues of job security can be partially addressed by prohibiting lay off as a result of instructional technology.

The introduction of information technology has implications for university budgets. Increased expenditure in technology is often coupled with cuts in personnel, salaries, benefits, library and other resources. Some of the effects on the university budget are difficult to trace.

While faculty must have the academic freedom to choose teaching methods and materials, those who adopt instructional technology need access to appropriate training and resources to sustain its use. The latter are costs that are not always taken into account when

can lead to differential hiring of people with expertise in technology, potential weakening of course content, and loss of security of employment and income.

Since academic staff are salaried employees, issues of intellectual property can be complicated. Information technology adds to the complexity of this issue. In the United States, a Conference on Fair Use was set up to review the Copyright Act. By December 1996, this group had prepared guidelines covering the fair use of educational multimedia, and later circulated guidelines covering distance education.<sup>3</sup> Some limitations should apply to university use of educational materials produced by staff. For example, staff who create educational resources turned over to the university need to be involved in any updating and editing of their original work.

The negotiation process identifies and defines the terms of employment and expectations of academic staff and administrations. As a complement to or as an outcome of negotiations, joint committees can help to plan for broad-based introduction of information technology or to address specific issues and problems. York University, for example, set up a joint sub-committee on the impact of technology with equal representation from the administration and the faculty association.

## Les effets sur l'université

Les technologies de l'information influencent de nombreux aspects de la vie universitaire, notamment les liens entre l'université et l'entreprise, la privatisation possible des programmes, le rôle présumé de l'université, la propriété du matériel didactique, les revues électroniques, les systèmes de récompense du personnel universitaire, la liberté universitaire, les indicateurs de rendement, l'accessibilité des étudiants, les droits et les protections des employés. Les délégués des associations des professeurs d'université au Conseil de l'ACPPU ont consacré la première journée de l'assemblée de novembre à se pencher sur certaines des questions que pose l'avènement de la technologie à l'université.

**Les professeurs d'université et les technologies de l'information** — En brossant un tableau général de la situation, Ken Field (Trent), président du Comité des bibliothécaires de l'ACPPU, a fait remarquer que le Canada consacrait ses efforts dans la course vers l'économie globale de l'information. Cette économie considère l'information comme une denrée à vendre. L'accès à cette information a par conséquent un prix. Les gouvernements fédéral et provinciaux ont pris diverses initiatives pour encourager le secteur privé à avoir prise sur l'infrastructure de l'information, sur l'autoroute de l'information. L'accès à l'information pourrait coûter très cher et pourrait être limité, ce qui désavantagerait ceux et celles qui ne peuvent se l'offrir, y compris les bibliothèques d'université. La campagne en faveur de la privatisation aura d'autres effets sur les universités car le secteur privé cherche à influencer les efforts de recherche et le programme d'études des universités au détriment de la liberté universitaire.

**Un survol américain** — Perry Robinson, de l'Américan Federation of Teachers, a recommandé que le personnel universitaire se préoccupe des coûts associés à l'arrivée de la technologie éducative. Les coûts ne se limitent pas évidemment à la seule acquisition de l'équipement et des logiciels. Ils comprennent également les coûts réguliers de l'entretien, de l'amélioration et du soutien technique. Étant donné que les innovations technologiques deviennent rapidement désuètes, il s'ensuit que l'équipement et les programmes de pointe sont souvent dépassés dès qu'ils arrivent dans les salles de classe. Il a averti du fait que les gouvernements, aux États-Unis, retirent progressivement les crédits qui permettent aux étudiants d'accéder directement à l'université afin de fournir plutôt l'accès électronique aux installations éducatives.

**L'édition** — David Beattie, chef de la section des produits virtuels du ministère fédéral de l'Industrie et directeur des services d'exploitation de Rescol, a traité des attentes du gouvernement face aux revues électroniques. Ken Field et Jennifer Bankier (Dalhousie), présidente du Comité du statut de la femme de l'ACPPU, ont fait des commentaires.

**Savoir s'en servir** — La communication des professeurs Sonya Symons (Acadia), Richard Bochenko (Manitoba) et Darren Meister (Queen's) portait sur la planification et l'utilisation des technologies éducatives.

**La sécurité et la confidentialité** — Daniel Shap, avocat au sein du cabinet Goodman & Carr de Toronto, a fait un survol de la sécurité et de la confidentialité du courrier électronique ainsi que des ressources personnelles de l'internet.

**Les conventions collectives** — Les conférenciers David Clipsham (York University Faculty Association), Cynthia Peterson, avocate au sein du cabinet Sack Goldblatt Mitchell de Toronto, et Perry Robinson (American Federation of Teachers) ont suggéré des dispositions contractuelles pour protéger les intérêts du personnel universitaire. Vic Catano (Saint Mary's), président du Comité de la négociation collective et des avantages économiques de l'ACPPU, et Pat O'Neill (Acadia), président du Comité de la liberté universitaire et de la permanence de l'emploi, ont fait des commentaires.

The negotiation process identifies and defines the terms of employment and expectations of academic staff and administrations. As a complement to or as an outcome of negotiations, joint committees can help to plan for broad-based introduction of information technology or to address specific issues and problems. Academic staff, both faculty and librarians, must be involved in drafting regulations governing the use of information technology.

plies to all aspects of teaching and learning. AFT outlined five principles:

- faculty must retain academic responsibility and control over instruction
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- distance education courses should be structured to include substantial faculty-student and student-student interchange
- distance education should only be undertaken when a campus-based alternative is impractical
- only a limited number of credits should be awarded for distance education.

information technology is introduced. Grants and release time are two avenues that can be negotiated for teaching staff who choose to use technology, and for academic librarians who often have technological change imposed on them. Allowable professional development reimbursements need to cover purchase of appropriate equipment if not supplied by the university.

Reliance on instructional technology can have an impact on short term contractual staff, who are expected to use the new technology. Part-time staff must then spend valuable time undergoing training in new technologies rather than doing the crucial research that supports the teaching endeavour. This

Academic staff, both faculty and librarians, must be involved in drafting regulations governing the use of information technology. ■

1. There is a legal obligation, however, to accommodate students with special needs (such as a physical disability). In some such cases, instructional technology can be an appropriate means of accommodating the rights of these students.

2. American Federation of Teachers. *How Unions Can Harness the Technology Revolution on Campus*. Report of the Task Force on Technology in Higher Education. January 1996.

3. Perry M. Robinson. *Technology and Higher Education 1996-97*. American Federation of Teachers. 1997. Appendix D and Appendix E, respectively.



## Access to the Internet — A Questionnaire

CAUT is undertaking a brief survey to determine the level of access to computer technology and the Internet in the university. Faculty members and academic librarians are invited to assist by completing the following short questionnaire. By indicating your faculty, discipline or library affiliation in the space provided it should be possible to derive an initial picture of any variations in access.

The questionnaire will also help to track concerns about privacy in the use of computer facilities. Responses will be kept confidential. If you would like to be involved in a more detailed study about the use of computer and other information technology, please indicate this in the space provided. Completed questionnaires should be returned to CAUT at the address shown below.

1. Do you have a personal computer at the university?  
☐ Yes  
☐ No

2. Do you access the Internet at the university?  
☐ Yes  
☐ No

3. Do you access the Internet at home?  
☐ Yes  
☐ No (Go to question 5)

4. If you answered Yes to Question 3,  
☐ Do you access the Internet via the university connection?  
☐ or using an independent Internet service provider?

5. To the best of your knowledge does your university use network surveillance software, to track use of the Internet?  
☐ Yes  
☐ No  
☐ Don't know

Please indicate your:

University

Faculty or Department

If you are willing to participate in a more detailed survey about use of the Internet, please complete the following:

Name

Street/P.O. Box

City

Prov.

Postal Code

Telephone

Fax

Email

Return completed questionnaire to:  
Rosalind Riseborough  
Director — Member Services  
CAUT, 2675 Queensview Drive  
Ottawa, ON K2B 8K2  
Fax: 613-820-7244  
Email: rise@caut.ca

## Email Security & Privacy

"EMAIL IS LIKE A POSTCARD!" With this statement, Daniel Shap, a lawyer with the law firm of Goodman & Carr in Toronto, alerted conference delegates about the prevalent lack of privacy of electronic mail messages.

What is an acceptable degree of privacy? Determining an appropriate level of privacy of information means achieving a careful balance between the free flow of information and the right to personal control of information. Since the commodity information is fast becoming the currency of the day, society is finding it increasingly difficult to strike this balance.

What sorts of private information are recorded electronically at the university and outside the institution? Depending on the degree of sophistication of the information infrastructure within the university, a faculty member might, for example, use a desktop computer to access a bibliographic index at the library, download material from the library, incorporate some of that information into a document, and then forward that document via email to a colleague.

If the email message is unencrypted, the university electronic mail system can record a number of pieces of information about the message. This includes the body of the message itself. It also includes incidental information, such as the origin, destination, size and urgency of the message. If the message is sent to someone outside the institution, there will be a record of the electronic route taken, or "hops" from one intersection on the electronic highway to another.

After the message arrives at its destination, there will be a record made of the identity of the message, its size, time received and time a reply was sent. At any point along its journey, an unencrypted message can be easily intercepted by a third party — the local university "postmaster," every Internet service provider (ISP) in the chain of delivery, and any other third party that can intercept the message.

The data generated by the transmission of the email message can be processed into information about staff communications. In some cases, this transmission record can be more revealing than the actual text of a message.

Assuming that the local postmaster refrains from reading email (and one assumes this is well-established practice), he or she can still generate reports for the administration about frequency of an employee's or department's usage; the identity of the people with whom employees correspond; Internet sites employees contact; the average size of transmissions; whether messages contain attachments (and the

full path to attached files); and an estimate of the amount of time employees spend using the system.

What motivates a university administration, or any other employer, to keep such records and monitor email? According to Daniel Shap, a simple answer might be "because they can." Software that logs email and monitors Internet browsing is inexpensive, costing only a few hundred dollars. More reasonable factors include the concern that employees' activities could lead to loss or damage to the institution. This risk includes worries about defamatory remarks made by individuals, possibly leading to libel suits. Fear of losing valuable "trade secrets" will become more of a concern as university-business linkages and privatization efforts are strengthened. Fear of losing employees to outside competition is another issue that has arisen in certain disciplines in the university sector.

The desire to ensure a high level of "productivity" suggests that electronic monitoring can be coupled with performance measurements. Finally, the records contained in archived email correspondence can be used to substantiate or "discover" information to be used in dismissal or discipline cases.

Outside the university, there are many instances where personal information is collected and manipulated electronically. Examples include Revenue Canada records of personal finances; government records about Canada Pension Plan entitlements and disbursements; financial records maintained by banks (i.e. debit cards and credit cards); computerized records kept by businesses such as telephone companies, retailers and so on. Of course, inside the institution itself, the employer will keep records on employment, remuneration, benefits, and the like.

With all this electronic data whizzing at high speed from one place to another, it is increasingly difficult for individuals to maintain control over information about themselves. Concern over the loss of privacy was recognized by the Organization for Economic Co-operation and Development (OECD) in 1969, and by the Canadian government and the United Nations in the 1970s. In Canada, a 1993 survey indicated that 90 per cent of Canadians are concerned about personal privacy issues and 50 per cent are extremely concerned.

What rights do academic staff have to control the monitoring of their email and access to personal information? In the public sector, at the federal level, the Federal Privacy Act affords protection of information held in public hands.

Any trafficking of information constitutes a breach of trust. There have been some instances of information peddling, where data is sold indirectly rather than directly.

At the provincial level, provincial privacy acts do not tend to include universities. The exception is the Province of British Columbia. Privacy legislation in the Province of Alberta will apply to universities by the year 1999, but does not do so yet.

Other tools govern privacy issues in the private sector, but may be somewhat restricted in their efficacy. Edicts from the OECD might have some persuasive authority. The Canadian Charter of Rights and Freedoms does not appear to guarantee privacy of information. The Criminal Code of Canada, however, does provide that unlawful interception of information is a criminal offence where there is a reasonable expectation of privacy. Other legislation that pertain include the federal Bank Act, Insurance Companies Act, provincial consumer reporting acts, private investigators acts, and other privacy legislation.

How can the concerns of the university administration be addressed while still complying with the rights of academic and other staff to control information about themselves? Basic principles have been put forward by the Ontario Information and Privacy Commission. These principles include:

- privacy of email should be respected and protected
- organizations should create explicit policies on the use of email which address the privacy of users
- organizations should make the policy known to users and inform users of their rights and obligations in regard to the confidentiality of messages on the computer system
- users should receive proper training in regard to email and the security and privacy issues surrounding its use
- email systems should not be used for the purposes of collecting, using and disclosing personal information, without adequate safeguards to privacy
- providers of email systems should explore technical means to protect privacy and
- organizations should develop appropriate security procedures to protect email messages (such as encryption of messages and firewalls). ■

Some universities have already established regulations governing the use of computer facilities, although these policies do not necessarily pertain to the privacy rights of the user.

CAUT's policy statement on confidentiality can be found at <http://www.caut.ca>.



## Planning & Development

THERE ARE MANY ASPECTS to planning for the use of information technology in the university. Planning must take place at a university-wide level, as well as at the program or individual course level.

Sonya Symons from Acadia University, Richard Bochonko from the University of Manitoba, and Darren Meister from Queen's University, gave their perspectives on appropriate planning for instructional technology.

Richard Bochonko introduced the idea of the Teaching, Learning and Technology Roundtable to guide the university in planning any introduction of information technology. The model proposed by Steven Gilbert of the American Association for Higher Education<sup>1</sup> involves a broad forum with active participation by faculty, academic support service groups, the chief academic officer, and students among others. Although the role of the Roundtable will vary from one university to the next, in general this advisory group exchanges information, initiates proposals, and may develop strategic plans for information technology. Implementation is the responsibility of the university senate or is negotiated between the administration and academic staff through joint agreements.<sup>2</sup>

For some faculty, the current debate about the use of instructional technology in the university has fostered valuable discussion about teaching methods and learning styles. Seminars and informal talks about effective teaching practices are more in evidence. According to Sonya Symons, this is one of the positive outcomes of the interest in instructional technology.

Richard Bochonko suggested that faculty using instructional technology should seek expertise in learning styles and teaching strategies, as well as in approaches for incorporating technology. Teaching expertise needs to be coupled with knowledge of the subject to be taught to determine the best use of technology. Thus focus is placed on the needs of the discipline rather than on using the latest available technology.

As Darren Meister underlined, the learning environment is only enhanced when the goals drive the technology.

According to Richard Bochonko, acquiring expertise in available technology should be done through faculty development programs, and academic staff need to be given adequate release time to learn how to use, develop and produce instructional material.

Sonya Symons suggested that in-depth faculty training is needed, rather than one-shot sessions.

Darren Meister, on the other hand, suggested that faculty delegate the high tech preparation of materials to technologists. Course development and content, however, remain the responsibility of faculty. This route requires an adequate level of support personnel and resources.

Lack of proper infrastructure is a major obstacle to implementing instructional technology in the university. For faculty, reliable network connections are needed in offices as well as in classrooms. Students need access both on campus and at home. There are concerns about differential access to the network and to a university education itself. Students living in residences with built-in connections have easier

port the new technology. Shared computer labs are closed, and the technical support staff that ran those labs are laid off. At the same time, the increased proportion of university budgets devoted to purchase and maintenance of computer technology means that funding is shifted away from staff salaries and benefits. Full-time staff are replaced by part-time staff, and term contracts are shortened.

To date, there has not been much research into the actual effects of instructional technology on learning. At best there is only anecdotal evidence to show whether or not using information technology in the classroom works, leads to a deeper understanding of a subject, or simply results in better exam marks.

Some faculty have noticed that using electronic discussion groups has generally improved student writing skills, although comparisons have not been made between courses which normally involve different quantities or degrees of written work.

After the first year of the Acadia Advantage experience, the mid-term and final examination marks for Advantage students and regular students were compared. Advantage students had achieved higher marks, but it was unclear if the higher tuition they paid to obtain required computer equipment provided an additional incentive.

Information technology is affecting what students expect from faculty, be it instantaneous response to email correspondence or advanced multimedia presentations accessible on the World Wide Web. At the same time, faculty are concerned about how these pressures

## Questionnaire sur l'accès à Internet

L'ACPPU mène présentement un petit sondage pour déterminer l'éventail de l'accès aux technologies de l'information et à Internet dans les universités. Nous invitons les professeurs et les bibliothécaires à nous aider en répondant au bref questionnaire ci-dessous. Veuillez nous mentionner votre faculté, votre discipline ou la bibliothèque à laquelle vous êtes affecté aux endroits indiqués pour nous permettre d'avoir un premier aperçu des variations dans l'accessibilité. Le questionnaire nous aidera aussi à repérer les préoccupations à l'égard de la confidentialité lors de l'utilisation d'ordinateurs. Les réponses demeureront confidentielles. Si vous désirez participer à une étude plus détaillée sur l'utilisation de l'ordinateur et d'autres technologies de l'information, veuillez le mentionner à l'endroit indiqué. Prière de retourner le questionnaire rempli à l'ACPPU, à l'adresse ci-dessous.

- Avez-vous un ordinateur personnel à l'université?  
☐ Oui  
☐ Non
- Accédez-vous à Internet à l'université?  
☐ Oui  
☐ Non
- Accédez-vous à Internet à la maison?  
☐ Oui  
☐ Non (Allez à la question 5)
- Si vous avez répondu oui à la question 3,  
☐ Accédez-vous à Internet par un branchement de l'université?  
☐ ou faites-vous affaire avec un fournisseur indépendant?
- À votre connaissance, est-ce que l'université se sert d'un logiciel de surveillance de l'utilisation d'Internet?  
☐ Oui  
☐ Non  
☐ Je ne sais pas

Veuillez donner le nom de votre :

Université

Faculté ou département

Si vous voulez participer à un sondage plus détaillé sur l'utilisation d'Internet, veuillez donner les renseignements suivants :

Nom

Rue/C.P.

Ville

Prov.

Code postal

Téléphone

Télécopieur

Courrier électronique

Retournez le questionnaire rempli à :  
Rosalind Riseborough  
Directrice — Services aux membres  
ACPPU  
2675, promenade Queensview  
Ottawa ON K2B 8K2  
Télécopieur : (613) 820-7244  
Courrier électronique : rise@caut.ca

## Information technology is affecting what students expect from faculty, be it instantaneous response to email correspondence or advanced multimedia presentations accessible on the World Wide Web.

The three speakers stressed that the use of instructional technology should focus on teaching and learning. In deciding whether or not to use any particular type of technology, teachers must ask themselves whether using the tool will make a difference or will actually aid the teaching and learning experience. Emphasis needs to be placed on critical thinking, organizing and discriminating between vast amounts of data, rather than learning facts or storing information. Judicious use of instructional tools can help students learn how to integrate, assimilate and analyse information, under the guidance of faculty. As Sonya Symons noted, effective integration is more than making information available.

er access to the university network and Internet than students living off-campus.

At Acadia University, where all students were required to lease IBM laptops at a cost of \$1200 above the regular tuition of \$3800, it was noticed that enrolment for local area students and mature students had declined. Presumably these prospective students could not afford the increase in the cost of attending the university.

There are other budgetary concerns about the implications of the trend towards the mandatory lease or purchase of computers as students enter the university.

In the United States, the additional revenues collected from students are used to pay for infrastructure improvements needed to sup-

port their workload, whether their efforts will be adequately recognized and rewarded, and whether courses they put on-line could be misappropriated for profit by other groups.

The various expectations and concerns expressed here indicate the need for in-depth examination of the implications of information technology and a planning process that involves input from all groups in the university community. ■

1. See the article on the Teaching, Learning and Technology Roundtable in *Change*, Volume 28, number 2, April 1996 for a discussion of this model.

2. For further information about Teaching, Learning and Technology Roundtables (TLTR) see, for example: <http://www.umuc.edu/~tltr/>.





## CALL FOR NOMINATIONS TO CAUT OFFICER POSITIONS AND AS CHAIRS AND MEMBERS OF CAUT STANDING COMMITTEES

Nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, Treasurer and two Members-at-large. Nominations are also being sought for election to positions on the four CAUT standing committees: Academic Freedom & Tenure — one vacancy; Collective Bargaining & Economic Benefits — Person Chairing, two vacancies; Librarians — Person Chairing, one vacancy; and Status of Women — one vacancy. Individual affiliated members and associate members of CAUT are entitled to make nominations.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May 1998.

### DESCRIPTION OF POSITIONS

**The President:** Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

**The Vice-President:** Responsible, in particular, for the publications program of CAUT and, as a senior officer, for assisting the President with his or her responsibilities.

**The Treasurer:** Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

### COMMITTEE MEMBERS

#### Academic Freedom and Tenure Committee

Nominees for positions on the Academic Freedom and Tenure Committee should have considerable experience in the area of professional rights, grievances and discrimination policy. Nominees should also have knowledge of policy matters pertaining to academic rights. Nominees should be willing and available to dedicate

considerable time to the work of the Committee between meetings (four per year) including fact-finding missions, drafting of documents, and other related duties.

#### Collective Bargaining and Economic Benefits Committee

Nominees for positions on the Collective Bargaining and Economic Benefits Committee should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. Elected members shall normally serve for three year terms, with the possibility of one renewal, and should be able to commit time in between meetings (three per year) to the work of the committee, including conference planning, drafting of documents and other related activities. Nominees for the Person Chairing normally must have served at least one year on the Committee.

#### Librarians' Committee

Nominees for positions on the Librarians' Committee should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. Nominees ought to be aware of policy matters pertaining to academic rights and working conditions of university librarians. Nominees should be willing and available to dedicate significant time to the Committee's work between meetings (three per year), including the biennial conference, annual insert to the *Bulletin*, drafting or editing documents, responding to enquiries and other related activities. Nominees for the Person Chairing normally must have served at least one year on the Committee.

#### Status of Women Committee

Nominees for positions on the Status of Women Committee should have considerable experience representing the interests of and coordinating strategies promoting the status of women. Nominees should also have knowledge of policy matters pertaining to the status of women. Nominees should be willing and available to dedicate considerable time to the work of the

Committee between meetings (three per year) including the Status of Women Conference planning (held once a year), annual *Bulletin* insert, drafting of documents, and other related duties.

### TERM OF OFFICE

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for persons chairing CAUT standing committees is two years. The term of office for members of CAUT standing committees is three years.

### NOMINATION PROCEDURE

#### Nominations should be sent to:

Professor Gordon Shrimpton  
Person Chairing, Elections and Resolutions Committee  
CAUT, 2675 Queensview Drive, Ottawa, ON K2B 8K2  
Fax: (613) 820-7244

#### They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any faculty association office or from CAUT) and,
- For nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

Note: Information on release time for CAUT Officer positions and CAUT Standing Committee Chairs can be found in the Information Service tab no. 48 pages 4 - 7.

## NOMINATION DEADLINES

- Academic Freedom and Tenure Committee: January 7, 1998
- Collective Bargaining and Economic Benefits Committee: January 7, 1998
- Librarians' Committee: January 7, 1998
- Status of Women Committee: January 7, 1998
- All other nominations: March 31, 1998 if possible



## APPEL DE CANDIDATURES AUX POSTES DE DIRIGEANTS DE L'ACPPU, DE PRÉSIDENTS ET DE MEMBRES DES COMITÉS PERMANENTS DE L'ACPPU

Nous sollicitons activement des candidatures à des postes au Comité de direction, soit: la présidence, la vice-présidence, la trésorerie et deux postes de membres ordinaires de l'ACPPU. En outre, nous sollicitons des candidatures à des postes aux quatre comités permanents de l'ACPPU: un poste au Comité de la liberté universitaire et de la permanence de l'emploi; deux postes au Comité de la négociation collective et des avantages économiques dont celui de la présidence; un poste au Comité des bibliothécaires dont celui de la présidence; et un poste au Comité du statut de la femme. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de présenter des candidatures.

Pour que l'ACPPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'Assemblée du Conseil qui se tiendra à Ottawa en mai 1998.

### DESCRIPTION DES POSTES

**La présidence:** La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

**La vice-présidence:** La personne élue est responsable, en particulier, du programme des publications de l'ACPPU et, en tant que dirigeant supérieur, elle aide la présidente ou le président à s'acquitter de ses responsabilités.

**La trésorerie:** La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'Association.

### LES MEMBRES DES COMITÉS

#### Le Comité de la liberté universitaire et de la permanence de l'emploi

Les candidats et candidates à des postes du Comité de la liberté universitaire et de la permanence de l'emploi devraient avoir une expérience considérable dans le domaine des droits professionnels, des griefs et des politiques concernant la discrimination. Ils devaient également connaître les questions de principe relatives aux droits des universitaires. Les candidats et candidates devraient être disponibles et prêts à consacrer

beaucoup de temps aux travaux du comité entre les réunions (quatre fois par année) et à participer, notamment, à des missions d'enquête, à la rédaction de documents et à d'autres tâches connexes.

#### Le Comité de la négociation collective et des avantages économiques

Les candidats et candidates à des postes du Comité de la négociation collective et des avantages économiques devraient avoir fait la preuve de leur expérience dans le domaine de la négociation collective ou de l'analyse d'avantages économiques. Les membres élus siègent normalement trois ans au comité et leur mandat peut être renouvelé une fois. Ils devraient également pouvoir consacrer du temps aux travaux du comité entre les réunions (trois fois par année) notamment en organisant des colloques, en rédigeant des documents ou en participant à des activités connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

#### Le Comité des bibliothécaires

Les candidats et candidates à des postes du Comité des bibliothécaires devraient avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations pédagogiques des bibliothécaires des universités canadiennes. Les candidats et candidates doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires d'université. Ils devraient être disponibles et prêts à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) notamment en participant à l'organisation du colloque biennal, au supplément annuel du *Bulletin*, à la rédaction ou à la révision de documents, en répondant à des demandes de renseignement et à d'autres activités connexes. Les candidats et candidates à la présidence doivent normalement avoir siégé au moins un an au comité.

#### Le Comité du statut de la femme

Les candidates à des postes du Comité du statut de la femme devraient avoir une expérience considérable dans la représentation des intérêts des femmes et dans la coordination de stratégies mettant en valeur la condition des femmes. Les candidates devraient également connaître les questions de principe touchant la condition des femmes. Elles devraient être disponibles et prêtes à consacrer beaucoup de temps aux travaux du comité entre les réunions (trois fois par année) et à l'organisation de la

conférence annuelle du statut de la femme, au supplément annuel du *Bulletin*, à la rédaction de documents et à d'autres tâches connexes.

### MANDAT

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat de la trésorerie est de deux ans. Le mandat de la présidence des Comités permanents est de deux ans. Le mandat des membres des comités permanents de l'ACPPU est de trois ans.

### MÉTHODE DE MISE EN CANDIDATURE

#### Il faut envoyer les candidatures à:

M. Gordon Shrimpton  
Président, Comité des élections et résolutions  
ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2  
Télécopieur (613) 820-7244

#### Les pièces suivantes doivent accompagner les mises en candidature:

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues.
- L'accord du candidat ou de la candidate de siéger au comité advenant son élection.
- Une copie du formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPPU, disponible auprès des associations de professeurs ou de l'ACPPU et,
- Pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

Note: Les renseignements au sujet du dévouement pour les postes au Comité de direction ainsi que les présidences des comités permanents de l'ACPPU se trouvent dans le service d'information, sous l'onglet 48, aux pages 4 - 7.

## DATE LIMITE DES MISES EN CANDIDATURE

- Le Comité de la liberté universitaire et de la permanence de l'emploi: le 7 janvier 1998
- Le Comité de la négociation collective et des avantages économiques: le 7 janvier 1998
- Le Comité des bibliothécaires: le 7 janvier 1998
- Le Comité du statut de la femme: le 7 janvier 1998
- Toutes les autres mises en candidature: le 31 mars 1998 si possible



## Restoring Civility at Mt. Allison

FROM PAGE 6

sponsored by both the Association of Universities and Colleges of Canada and CAUT. It is clearly time to bring practices at Mount Allison into line with other major universities in Canada.

Secrecy breeds suspicion; openness will go some way by itself to restore civility. The senate, and through it, faculty, makes academic decisions. But these cannot be separated from budgetary decisions, as Duff-Berdahl made clear. Making the budget a matter of collegial decision-making in senate will help to give it greater validity among faculty than it now has.

Lack of peer review processes in making research and teaching awards can also create suspicions that criteria other than merit are at work, even when those suspicions are ill-founded. Clear peer review processes should be established for all such awards.

It should be recognized by the president and board of regents that Mount Allison Faculty Association has a legitimate role to play in the governance of the university.

The president recently told *Maclean's* magazine that "The whole point of collective bargaining is to take certain things out of the collegial arena" (April 28, 1997). But collegiality involves people sitting around the table as equals. That is precisely what is achieved by faculty forming a union: they can now sit down and bargain working conditions as equals with the administration.

It is then no longer the case that they have to suffer the sort of bullying, masquerading as paternalism, that was so often present in the days before Duff-Berdahl. To deny the collegiality achieved by faculty unions is to move too quickly to the sort of confrontational stance that invites conflict and discord rather than reasonable discussion and bargaining.

The role of the president of a university is difficult indeed. The president is chair of senate; as such he is first among equals. It is his task to represent the position of senate to the board. At the same time, he must represent the board to senate. As president he negotiates on behalf of the board with the faculty and staff associations. He is the chief administrative officer of the university. And he represents the university community as a whole to the outside world.

Since the role of the president at once requires him to be first but still only one among the faculty as well as the chief administrator on behalf of the board, it is essential that he have the support of both.

CAUT has therefore recommended in its Policy Statement on University Governance that the president be appointed by the board but only with the advice and consent of senate. Mount Allison University would be wise to adopt a process of this sort. ■

(Fred Wilson teaches in the Department of Philosophy at the University of Toronto, and is a former president of CAUT.)

## University's Board of Regents Disagrees with Report

On Dec. 2, 1997 CAUT received the following letter from J. J. Keith, Chair, Board of Regents of Mount Allison University in response to CAUT's Inquiry into Governance at Mount Allison University.

THE BOARD OF REGENTS OF Mount Allison University is in receipt of Professor Wilson's "inquiry." We disagree with significant portions of its content, many of which are based on error of fact.

Given the progress of Mount Allison during the past five years, it is sad and unfortunate that Professor Wilson issues a document that is inaccurate; mired in a selective view of history; and of little or no help to the present and future. He ignores a host of positive developments.

Mount Allison University has, for several years, been justly recognized as one of the best Canadian undergraduate universities.

A committed university whose small size allows it to display uncommon care for all members of its community, it is united in its determination to move forward and to offer an even higher quality undergraduate education and experience for its students.

The fine reputation Mount Allison has earned is the product of dedicated efforts by all associated

with the university — students, faculty, support staff, alumni, and friends.

The board of regents is proud of Mount Allison's achievements.

Regents are proud of Mount Allison's students who are among the best in Canada.

Regents are proud of the university's faculty and staff — a faculty and staff whose dedication to and support of students is second to none.

Regents are proud of Mount Allison's alumni and benefactors whose support of their university has been and is unwavering.

Regents are proud of Mount Allison's president, Dr. Ian Newbould, who arrived at Mount Allison under difficult circumstances, and whose success avoiding layoffs and returning the university to financial integrity has been a major factor allowing Mount Allison to continue her position of leadership.

Dr. Newbould began his tenure as president confronted by large deficits, larger debts, serious

deferred maintenance problems, and no real capacity to fill faculty positions. During his tenure, deficits and debts have been eliminated; over 30 million dollars has been spent on renewal of the university's infrastructure; and, during recent years, significant progress has been made on renewal and revitalization of the university's faculty. Further, and most important, Mount Allison's students have become stronger each year.

The accomplishments and recovery of the Newbould years at Mount Allison have involved commitment, co-operation, dedication, industry and sacrifice by all sectors of the university's community.

Supported by that magnificent tradition of service to Mount Allison by all members of her community, the board of regents prefers to look to a positive future unencumbered by ill-researched, negative and out-of-date portrayals.

All Allisonians are committed to work as a community to continue the growth of this great and magnificent university. ■

## Ramener la civilité à l'Université Mount Allison

SUITE DE LA PAGE 6

universités et collèges du Canada et l'ACPPU, de nombreuses universités ont abonné cette façon d'agir. De toute évidence, il est temps d'harmoniser les pratiques de l'Université Mount Allison avec celles des autres grandes universités du Canada.

La confidentialité alimente les soupçons. La transparence réussira d'une certaine façon à ramener la civilité. Le conseil d'université, et par son intermédiaire le corps professoral, prend les décisions universitaires. Ces décisions, toutefois, ne peuvent être distinctes des décisions budgétaires, comme la commission Duff-Berdahl l'a clairement fait comprendre. Si le budget est discuté au conseil d'université et qu'une décision à son sujet est prise collectivement, il aura une plus grande crédibilité chez les professeurs qu'actuellement.

L'absence de processus d'évaluation par les pairs pour les décisions relatives à la recherche et à l'enseignement peut également éveiller les soupçons et faire croire que d'autres critères que le mérite sont invoqués, même si ces soupçons ne sont pas fondés. Il faudrait mettre en place des processus d'évaluation

par les pairs non équivoques pour ce genre de décisions.

Le recteur et le conseil d'administration devraient reconnaître que la MAFA a un rôle légitime à jouer dans la direction de l'université.

Le recteur a déclaré récemment à la revue *Maclean's* que le motif de la négociation collective était d'affaiblir la collégialité (28 avril 1997). Cependant, la collégialité suppose que des personnes s'assoient autour d'une table et qu'elles sont égales. Voilà précisément ce que les professeurs obtiennent en se syndiquant : ils peuvent s'asseoir à la table et négocier des conditions de travail d'égal à égal avec l'administration.

Ils n'ont plus à subir les intimidations et cette mascarade qu'est le paternalisme et qui sévissaient souvent avant le rapport Duff-Berdahl. En reniant la collégialité que les syndicats de professeurs ont obtenue, on passe trop rapidement à la confrontation qui suscite le conflit et la discord au lieu d'appeler la discussion et la négociation raisonnables.

Le rôle d'un recteur d'université n'est pas de tout repos, il est vrai. Le recteur préside le conseil d'université. Il est donc, à ce titre,

le premier parmi des égaux. Il lui incombe de représenter la position du conseil d'université au conseil d'administration. Par ailleurs, il doit représenter le conseil d'administration au conseil d'université. En tant que recteur, il négocie au nom du conseil d'administration avec les professeurs et les associations de personnel. Il est l'administrateur principal de l'université et il représente la collectivité universitaire dans son ensemble à l'extérieur.

Puisque son rôle exige du recteur qu'il soit le premier, mais seulement un autre parmi d'autres professeurs, et à la fois l'administrateur principal pour le compte du conseil d'administration, il est donc essentiel qu'il recueille l'appui des deux parties.

L'ACPPU a donc recommandé dans l'Énoncé de principes sur la direction des universités que le recteur soit nommé par le conseil d'administration avec l'avis et le consentement du conseil d'université. Il serait sage que l'Université Mount Allison adopte une telle méthode. ■

(Fred Wilson enseigne au département de philosophie de l'Université de Toronto. Il est également un ancien président de l'ACPPU.)

## Call for Applications

1998 ACUNS/ASIL Summer Workshop on International Organization Studies

Yale University, 26 July - 7 August 1998

### Globalization and Global Governance: Changing Roles for State and Non-State Actors

Completed applications must be postmarked by **January 30, 1998**. Advanced graduate students, post-doctoral scholars, and younger faculty from institutions in all countries are encouraged to apply. Twenty to twenty-five participants whose research focuses on globalization, global governance, and the role of state and non-state actors within the United Nations system will be selected. For more information and application guidelines, please contact:

ACUNS/ASIL Summer Workshop  
Brown University, Box 1983  
Providence, RI 02912-1983  
Tel: 401/863-1274  
Fax: 401/863-3808

Funding for this workshop is provided by the Ford Foundation and The John D. and Catherine T. MacArthur Foundation



## INDEX

ACCOUNTING  
AGRICULTURAL ECONOMICS  
ANIMAL & POULTRY SCIENCE  
ANTHROPOLOGY  
ANTHROPOLOGY & SOCIOLOGY  
ART EDUCATION  
ART HISTORY  
BIOCHEMISTRY  
BIOLOGICAL SCIENCE  
BIOLOGY  
BUSINESS  
BUSINESS ADMINISTRATION  
BUSINESS & ECONOMICS  
CHEMISTRY  
CHINESE LITERATURE  
CLASSICS  
COMMUNICATION DISORDERS  
COMMUNICATION STUDIES  
COMPUTER SCIENCE  
COMPUTING & INFORMATION SCIENCE  
CRIMINOLOGY  
CULTURAL STUDIES  
DENTISTRY  
DRAMA  
EARTH SCIENCES  
ECOLOGY  
ECONOMICS  
EDUCATION  
ENGINEERING  
ENGLISH  
EPIDEMIOLGY  
FAMILY MEDICINE  
FAMILY STUDIES  
FINANCE  
FORESTRY  
FRENCH  
FRENCH STUDIES  
GEOGRAPHY  
GEOGRAPHY & GEOLOGY  
GEOLOGY  
GERMAN APPLIED LINGUISTICS  
GERONTOLOGY  
HISPANIC & ITALIAN STUDIES  
HISTORY  
HUMANITIES  
JAPANESE  
JOURNALISM  
JOURNALISM & COMMUNICATION  
KINESIOLOGY  
LATIN AMERICAN & CARIBBEAN STUDIES  
LAW  
LIBRARY  
LINGUISTICS  
MANAGEMENT  
MARKETING  
MATHEMATICS  
MUSIC  
NATIVE AMERICAN STUDIES  
NEPHROLOGY  
NEUROLOGY  
NURSING  
ORAL HEALTH SCIENCE  
PATHOBIOLOGY  
PHARMACOLOGY  
PHARMACY  
PHILOSOPHY  
PHYSICAL EDUCATION  
PHYSICAL THERAPY  
PHYSICS  
PHYSICS & ASTRONOMY  
POLITICAL SCIENCE  
PSYCHOLOGY  
PUBLIC ADMINISTRATION  
RECREATION STUDIES  
RELIGIOUS STUDIES  
SOCIAL WORK  
SOCIOLOGY  
SOCIOLOGY/HEALTH SCIENCE  
SPANISH  
SPANISH & ITALIAN  
STATISTICS  
STATISTICS & ACTUARIAL SCIENCE  
THEATRE  
THEOLOGY  
VETERINARY PATHOLOGY  
WRITING  
ACCOMMODATIONS  
NOTICEBOARD

### ACCOUNTING

**WILFRID LAUREN UNIVERSITY** — The School of Business and Economics at Wilfrid Laurier University invites applications for three tenure-track positions in the Accounting area, effective July 1, 1998. Depending on qualifications and experience, most appointments will be made at the rank of Assistant Professor. The specific areas of expertise sought for these positions are tax, managerial, auditing and/or accounting information systems. We provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. All positions are subject to budget approval. Please

direct applications to: Dr. Robert Ellis, Associate Dean of Business, Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave., Waterloo, Ontario N2L 3G5.

**UNIVERSITY OF WATERLOO** — School of Accounting. Applications are invited for a tenure track position in management accounting at the assistant or associate professor rank. The candidate should have a PhD in accounting with a specialization in management accounting. The successful candidate will be responsible for teaching multiple sections of undergraduate and/or graduate-level auditing accounting courses. A sound understanding of the foundations and institutional environment of auditing are necessary for these courses. Future graduate-level teaching assignments could include courses that focus on emerging issues in auditing. The salary range is commensurate with qualifications and experience. Appointment effective July 1, 1998. Send curriculum vitae and three letters of reference to: Dr. Howard Armstrong, Director, School of Accounting, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

**UNIVERSITY OF WATERLOO** — School of Accounting. Applications are invited for a tenure track position in auditing at the assistant or associate professor rank. The candidate should have a PhD in accounting with a specialization in auditing and have a publication record that demonstrates an understanding of, and commitment to, research in auditing. The successful candidate will be responsible for teaching multiple sections of undergraduate and/or graduate-level auditing accounting courses. A sound understanding of the foundations and institutional environment of auditing are necessary for these courses. Future graduate-level teaching assignments could include courses that focus on emerging issues in auditing. The salary range is commensurate with qualifications and experience. Appointment effective July 1, 1998. Send curriculum vitae and three letters of reference to: Dr. Howard Armstrong, Director, School of Accounting, University of Waterloo, Waterloo, Ontario N2L 3G1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

**AGRICULTURAL ECONOMICS**  
**THE UNIVERSITY OF LETHBRIDGE** — Faculty of Arts and Science, Agricultural Economics. Assistant Professor, two-year term in the recently established Agricultural Studies program, beginning July 1, 1998, subject to budgetary approval. A PhD is required. Candidates in all areas will be considered, but preference will be given to candidates with multidisciplinary experience and research interests. The successful candidate will be expected to develop and teach courses in agricultural systems analysis and/or agricultural marketing, and to develop a continuing research program. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is a surprisingly mild for the prairie, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate study and has an enrolment of over 5,000 students. New faculty are eligible to apply for a start-up grant for research and may also apply to other university funds in support of research and teaching at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University applies to free individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$38,097.00 per annum. Applications (including a current curriculum vitae, and transcripts) and

three letters of reference should be sent to: Dr. J. M. Allen, Chair, Department of Economics, The University of Lethbridge, 401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-1518, Fax: (403) 327-7700, e-mail: jallen@uleth.ca. The closing date for applications is March 1, 1998.

### ANIMAL & POULTRY SCIENCE

**UNIVERSITY OF GUELPH** — The Department of Animal and Poultry Science is seeking applicants for a tenure-track Assistant Professor position in Nutritional Ecology. Candidates must have a PhD or equivalent degree, and a strong interest in swine nutrition as it relates to nutrient management. The successful applicant will use a modelling approach to study the impact of pork production on the environment. The incumbent will be responsible for developing a vigorous research program as well as teaching at the undergraduate and graduate levels. A background in Animal Science or closely related areas is preferable, with potential for teaching widely across the Department program. The Department of Animal and Poultry Science has excellent computer and laboratory facilities, close ties with industry and collaborations with animal scientists throughout the world. For the first five years, this position will be funded by Ontario Pork. The incumbent will be expected to seek ongoing funding from the NSERC New Faculty Support program, which matches industry funds for up to the first three years of a new position. The position will be available May 1, 1998. The applicant will be interviewed in the position, a full resume and the names of three persons who may be contacted for references should be submitted by December 15, 1997, to: Dr. Ann M. Gibbins, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontario, Canada N1G 2W1. e-mail: agibbins@uoguelph.ca; web site: http://www.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

### ANTHROPOLOGY

**THE UNIVERSITY OF LETHBRIDGE** — Faculty of Arts and Science, Department of Anthropology. Assistant Professor, probationary (tenure-track) beginning July 1, 1998, subject to budgetary approval. A PhD is required, with a strong

## Athabasca University Canada's Open University™

Athabasca University is dedicated to the removal of barriers that traditionally restrict access to and success in university-level studies and to increasing equality of educational opportunity for all adult Canadians regardless of their geographical location and prior academic credentials. To remain true to its mission, Athabasca University is engaging in a process of faculty renewal that will ensure it achieves its strategic vision of increasing opportunities for accessible, high quality, individualized, distance-delivered university education. The Vice-President Academic invites applications for the following positions:

• **Assistant / Associate Professor Marketing (tenure-track).** A Ph.D. or near completion in Marketing is required. Preference will be given to candidates with experience in distance or adult education and an interest in electronic delivery methods. Further information may be obtained from Dr. John Newark on e-mail [newark@cs.athabasca.ca](mailto:newark@cs.athabasca.ca), Chair, Centre for Economics, Industrial Relations and Organizational Studies. This position will remain open until a suitable candidate is chosen.

• **Assistant Professor in Counselling / Clinical Psychology (tenure-track).** Teaching responsibilities associated with the position include courses in Introduction to Counselling, Personality and Abnormal Psychology. Applicants for the position should have a Ph.D. in counselling/clinical psychology, have relevant teaching experience, show promise of developing a program of research, have an excellent record of adherence to ethical standards in teaching, research, and practice, and be chartered as a psychologist in Alberta or be eligible for chartering. The selected candidate will develop print-based and internet-based course packages for use by distance learners and play a key role in expanding our counselling program at the undergraduate level and, potentially, at the Master's level, where the emphasis will also be on counselling psychology.

Assets for the position include experience in distance education and computer skills, especially as applicable to the use of computers in teaching. Preferred candidates will be innovators in education who value a philosophy of open education and have a commitment to adult learners. Further information may be obtained about the Psychology position from Dr. Lyle Grant on e-mail: [lyle@cs.athabasca.ca](mailto:lyle@cs.athabasca.ca), Chair, Centre for Psychology. Closing date for this position is February 28, 1998.

• **Assistant Professor Philosophy (tenure-track).** The successful candidate must have a doctoral degree, broad grounding in the discipline, and specialization in one or more of the following areas: Epistemology; Metaphysics; 16th and 19th century Philosophy; Philosophy of Mind; Ethical Theory; or Applied Ethics, and a record of scholarly publication and research potential. Proven commitment to teaching is required. Adult or distance education teaching experience is desirable. Further information may be obtained from Dr. Michael Gismondini on e-mail: [mikeg@cs.athabasca.ca](mailto:mikeg@cs.athabasca.ca). (Centre for Global and Social Analysis.) Closing date for this position is February 28, 1998.

• **Assistant / Associate Professor Management Science (tenure-track).** A Ph.D. in management science or near completion is required. Candidates should have secondary interests in one or more of the following areas: business statistics, service operations, and strategic use of information technology. Preference will be given to candidates with experience in distance or adult education and an interest in electronic delivery methods. Further information may be obtained from Dr. Shamsud Chowdhury on e-mail: [Shamsud@cs.athabasca.ca](mailto:Shamsud@cs.athabasca.ca), Chair, Centre for Communication and Information Studies. Closing date for this position is February 28, 1998.

• **Assistant Professor Political Science.** This is a three-year full-time appointment, convertible to tenure track depending on the increase of enrolments in political science. The candidate must have a doctoral degree, broad grounding in the discipline, and specialization in one or more of the following areas: Comparative Politics, International Politics / International Political Economy, Public Administration / Public Policy, or Canadian Politics. The successful candidate would have a proven commitment to innovative teaching, preferably in distance education, and to interdisciplinary research, and teaching, including, but not limited to, criminal justice and women's studies. For further inquiries on this particular appointment contact Dr. P. Jay Smith, [jays@cs.athabasca.ca](mailto:jays@cs.athabasca.ca), Chair for the Centre for State and Legal Studies. Closing date for this position is February 28, 1998.

Athabasca University is located in the town of Athabasca in the beautiful cottage country in North-Central Alberta 130 km north of Edmonton.

Athabasca University develops and maintains an environment that supports equitable working conditions for members of groups traditionally under-represented in universities.

In accordance with Canadian Immigration Department Regulations, this advertisement is directed to Canadian citizens and those holding landed immigrant status in Canada.

Applicants should forward a letter of application, a curriculum vitae, and the names and addresses of three referees to: Ms. Linda Reimer, Office of the President, Athabasca University, 1 University Drive, Athabasca, Alberta, T9S 3A3 or e-mail: [LINDAR@admin.athabasca.ca](mailto:LINDAR@admin.athabasca.ca)

## Athabasca University



The University of Manitoba

### RESEARCH ASSOCIATE

The University of Manitoba anticipates research associate positions will be available over the next six months beginning January 1, 1998 in the following fields: Phage antibody display techniques, expertise in hydromatrix technology and experience in cell adhesion systems; Mammalian cell tissue culture, expertise in chlamydia trachomatis cell culture, experience with in vitro enzyme assays; Growing chlamydial organisms, maintaining cell cultures, cloning and expressing chlamydial genes in mammalian cells, performing a variety of immunological assays; Animal nutrition, nutritional biochemistry. An engineering approach to modeling and computer simulation of the mind of a learner; Modeling and computer simulation of the mind of a learner using industrial engineering techniques; Immunology, immunopathology, regulation of the immune response, apoptosis, neuroendocrine regulation, cellular immunology, lymphocyte cytotoxicity, natural immune resistance, immunosuppression, immunological tolerance, autoimmune, transplant rejection, immunomodulators, monoclonal antibodies, T and B cells, T cell receptors, T cell vaccines, allergy, asthma, IgE heterogeneity, Fc receptors for IgE, mast cells, recombinant DNA technology, molecular immunology, protein chemistry, chemistry of biopolymers, antigen-polymer conjugates, cytokines, cellular adhesion, inflammation, tissue culture technology, flow cytometry; Aging and health from an interdisciplinary perspective; Materials science and engineering, joining and forming of materials, microstructure and mechanical properties of materials; Neurobiology, in vivo electrophysiological approaches to systems, neurophysiology, brain and spinal cord electrophysiological and pharmacological studies, in vitro brainstem and spinal cord preparations, immunohistochemistry, neural regeneration, magnetic resonance imaging and spectroscopy, cerebral circulation, metabolism and neuroprotection, neuromuscular, clinical electrophysiology and kinesiology, molecular biology, transgenic models, gene technology and molecular endocrinology, molecular approaches to medical research, recombinant DNA technology, molecular biology, transgenic mice, knockout mice, hormone genes, hormone regulation, hormone action, growth factors, steroid hormones, reproduction, developmental biology, placenta, fetal development, breast and prostate cancer, metastatic genetics of islet cell development, molecular biology of diabetic complications, molecular genetics of diabetes, prostate, androgen action, transgenic mice, cancer, protein purification, protein biochemistry, cell signalling, cell biology, gene transfer, molecular physiology, oxidative stress and heart failure, apoptosis, growth factors and the heart, matrix proteins, cardiovascular physiology, cardiac metabolism, cardiac membranes and contractile proteins, Ca<sup>2+</sup> transport and signal transduction, vascular smooth muscle hypertension research, protein electrophoresis, methods of preservation of the heart and brain during cardiac surgery using in vivo and in vitro models in combination with magnetic resonance imaging and spectroscopy, airway smooth muscle biophysics, biochemistry and molecular biology, Time-of-flight mass spectrometry of biomolecules, atomic mass measurements with Penning ion traps, condensed matter theory, leisure research, human performance research, health promotion research; Control of phospholipid metabolism in the mammalian heart; Saliva-plaque interactions; The design and chemical synthesis of novel antimicrobial agents; Mathematical modeling of groundwater and groundwater contamination, geo-environmental processes. Normally all positions require a PhD and relevant experience. Minimum starting salary: \$23,690/annum. Full range of staff benefits. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people, and persons with disabilities. This advertisement is directed to Canadian citizens and permanent residents. Applications, including curriculum vitae, bibliography and names of referees, should be sent to the Human Resources Department, Room 309 Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Your applications will be forwarded and the Researcher responsible will contact you directly.







# CLASSIFIEDS

CAUT BULLETIN ACPPU 18 DECEMBER 1997 DÉCEMBRE



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persons with disabilities. These appointments are subject to the availability of funding.

**THE UNIVERSITY OF WESTERN ONTARIO—The Computer Science Department** is looking for exciting and innovative individuals to develop research and teaching programs in its software engineering, artificial intelligence and to enhance research and teaching programs in the areas of other established research areas. Applications are invited for three tenure-track positions at the level of Assistant or Associate Professor. One of the positions will be in software engineering, the second will be in artificial intelligence and the third will be a joint appointment with the Department of Electrical and Computer Engineering in the area of software engineering or computer networks. Candidates should have a PhD in computer science or a related discipline and have demonstrated research and teaching excellence in teaching. The University of Western Ontario is located in London, a major Canadian city of 320,000, offering some of the best features of both small and large cities. Parks, tree-lined streets and bicycle trails coexist with international airport and efficient public transportation. With a full-time enrollment of about 25,000, the

University of Western Ontario graduates, students from a broad range of academic and professional programs. The Computer Science Department currently promotes 19 regular faculty plus additional visiting faculty members. The department offers BSc, MSc and PhD degrees in Computer Science, as well as an MSc with specialization in Software Engineering. The department receives funding from government agencies and corporations for research into a broad range of areas, including artificial intelligence, computer algebra, computer graphics, databases, design of algorithms, formal languages and automata, image processing.

**Psychology, Arts, Computer Science, Psychology**

are-track faculty positions at the department are subject to final budgetary decisions on teaching and research interests, a salary survey and a search committee. Please ensure that your application is sent to the appropriate search committee at the Department of Psychology, Room 404, 400 N. York St., London, Ontario N6B 3P4, Phone (519) 253-3800 and its programs may be found at:

Psychology: <http://www.psychology.uwo.ca>  
Arts: <http://www.arts.uwo.ca>  
Computer Science: <http://www.cs.uwo.ca>  
Psychology: <http://www.psychology.uwo.ca>

Specialization in cross-cultural perspectives, in the use of departmental strengths in the areas of clinical psychology, health, or family studies, or excellence in teaching and research.

**Adam, Chair, Search Committee**  
adam@uwoindors.ca

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

ous position is subject to budgetary approval and in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities, and persons with disabilities.











## CLASSIFIEDS

ment is directed to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. Applications, including a curriculum vitae, a short statement of teaching and research interests, and the name and address of at least three referees, should be sent to Dr. D. O. Bowers, Acting Head, Department of Chemical and Bio-Resource Engineering, The University of British Columbia, 216 Main Mall, Vancouver, BC, Canada V6T 1Z4. The deadline for receipt of applications is February 15, 1997.

**THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Metals and Materials Engineering of the Faculty of Applied Science.** The University of British Columbia makes applications for the post of Professor or Associate Professor in Metals and Materials Engineering. This is a tenure position for tenure track position with an initial three-year term and requires that the successful applicant participate in undergraduate and graduate-level teaching and conduct an independent research program. Applicants should have a PhD in Metals and Materials Engineering or other relevant disciplines with a distinguished research record in the area of high temperature processing in non-ferrous metallurgy, transport phenomena, and design and development of materials processes. The applicant should have demonstrated the ability to provide leadership in the

establishment of world-class research programs and to provide strong industrial support. The candidate should be, or be eligible to become, a Professional Engineer. The Metals and Materials Engineering Department is one of the larger Materials Departments in Canada with over 100 undergraduates in the final three years of the Engineering program, roughly 70 graduate students and 17 faculty members. The Department has an active interaction with over 40 companies involved in metals, ceramic and composite characterization, design and processing and has research funding from government and industry of over 3 million dollars. The Department has an excellent record of research in a wide range of programs leading to M.A.Sc., M.Sc., M.Eng. and PhD degrees. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada, but applications from citizens of other countries will be examined if a suitable candidate from Canada is not found. The starting date is July 1, 1998. Applications, including resume and references, should be sent by January 31, 1998 to: Professor T.A. Meadowcroft, Head, Metals and Materials Engineering, The University of British Columbia, 8309 - 6300 Stores Road, Vancouver, B.C. V6T 1Z4 Canada.

**RYERSON POLYTECHNIC UNIVERSITY — Aerospace, Industrial and Mechanical Engineering.** The Mechanical Engineering Department of Ryerson Polytechnic University invites applications for faculty positions in the following areas: (i) mechanical/industrial engineering, with a focus in manufacturing; (ii) aerospace and mechanical engineering design; (iii) mechanical engineering, with a focus in solid mechanics, stress analysis and machine design. The appointments will commence August 1, 1998 as soon thereafter as can be arranged, and are subject to budgetary approval. Tenure-track or limited-term appointments may be offered. The appointments are intended to be at the Assistant or Associate Professor level, subject to qualifications. Applicants should hold a PhD in a relevant discipline, and have strong teaching/research capabilities and interests in one of the listed areas. Industrial and/or research experience related to the area is desirable. Applicants should be registered, or eligible for registration, as a professional engineer in Ontario, and able to work collegially in an academic environment. The Department of Mechanical Engineering administers the Schools of Aerospace, Industrial and Mechanical Engineering. Each school offers a four-year engineering program leading to a Bachelor of Engineering degree. Plans are currently underway to expand the Department's established research and graduate studies related activities and to develop

graduate programs, and the successful applicant will be expected to contribute to these initiatives. Applications, with a curriculum vitae and the names and addresses of three referees, should be sent no later than January 16, 1998 to: Dr. M.A. Rosen, Professor and Chair, Department of Mechanical Engineering, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario, M5B 2K3 (416) 597-9525; e-mail: mrosen@ryerson.ca. Ryerson Polytechnic University is committed to the principles of employment equity and welcomes applications from all qualified candidates. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF SASKATCHEWAN — The Department of Mechanical Engineering.** The University of Saskatchewan, invites applications for a tenure-track faculty position in thermodynamics, heat transfer or fluid mechanics area. Appointment will be at the Assistant Professor level effective July 01, 1998. The candidate should have completed a PhD in Mechanical Engineering or a related field and be eligible for registration as a Professional Engineer. Industrial experience is an asset but is not a requirement. The candidate is expected to develop an active research program involving graduate student supervision that complements the Department's research activities. The successful candidate will be required to teach undergraduate and graduate courses. Excellent research facilities exist in the Department to support work in these areas. These include a full-scale recirculating wind tunnel, large environmental chambers and several other laboratories for two-phase flow, thermodynamics, and heat transfer studies. Workstations and other computer facilities are also available for the candidate. The University of Saskatchewan has over 18,000 full and part-time students, housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of about 220,000 people. In the College of Engineering, there are 80 faculty, 1150 undergraduate students and close to 320 graduate students and excellent facilities for research. Within the Department of Mechanical Engineering, there are 19 faculty, over 200 undergraduate students, and 60 graduate students with B.E., M.Eng., M.Sc. and PhD degrees being offered. Please mail or e-mail applications, including curriculum vitae and the names of three referees, to: Dr. Greg Schoenau, Department of Mechanical Engineering, 57 Campus Drive, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 5A5. E-mail: Greg.Schoenau@usask.ca; <http://www.engr.usask.ca/deptmech>. Closing date for applications is February 15, 1998. The University of Saskatchewan is committed to the principle of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, member of the visible minorities and people for residential care are invited to identify themselves as members of these designated groups on their applications. Applications are invited from qualified individuals, regardless of their immigration status in Canada although priority will be given to Canadian citizens and permanent residents.

**UNIVERSITY OF ALBERTA — Department of Chemical and Materials Engineering.** Applications are invited for a tenure-track faculty position in the area of Chemical and Materials Engineering. The salary and rank of the appointment will be commensurate with qualifications and experience. Candidates must either hold a PhD in Metallurgical Engineering or related field, or expect to receive one before July 1, 1998. Our primary needs are in mineral processing and process metallurgy, but we are interested in high-quality candidates in any area of metallurgical engineering.

Experience in process design would be an asset. The successful candidate will be expected to establish a viable and productive research program, and to teach both undergraduate and graduate courses. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A resume, the names of three referees, and a statement of current research interests and plans for future research should be sent to: Dr. S.E. Wanks, Chair, Department of Chemical and Materials Engineering, University of Alberta, Edmonton, Alberta, Canada T6G 2G6. Applications are requested prior to February 15, 1998. Information about our Department can be found on our web site <http://www.ualberta.ca/chemeng/>. The University of Alberta is committed to the principle of employment equity. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal people, persons with disabilities, and members of visible minorities.

**UNIVERSITY OF CALGARY — Academic Position in Software Engineering.** Electrical and Computer Engineering Applications are invited for a two-year Limited Term academic position at the Assistant Professor level in the area of Software Engineering. This position will support both a new Industrial Research Chair program and a new graduate program jointly offered by the Department of Electrical and Computer Engineering and Computer Science. Candidates must have completed their requirements for a PhD by July 1, 1998 and must prove a strong potential for excellence in research and teaching. The area of expertise is software engineering; areas of interest include process modeling, software metrics, and reuse. The position is part of a large program in Software Engineering at The University of Calgary funded by industry and the local government. More information on this program can be found at the web address: <http://www.calgary.ca/eng/seri/>. The University of Calgary is a dynamic 30-year old institution located in the City of Calgary which is emerging as a centre for software development. The Department of Electrical and Computer Engineering has 19 full-time academic staff and 350 graduate and undergraduate students. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary respects diversity, and values diversity. Women and minorities are strongly urged to apply. Application processing will begin immediately and will continue until the position is filled. Applicants should send a curriculum vitae, a brief statement explaining their interest in the position, and a list of three references, to: Head, Department of Electrical and Computer Engineering, The University of Calgary, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4; e-mail: [randell@eng.ucalgary.ca](mailto:randell@eng.ucalgary.ca); Worldwide Web: <http://www.enr.ucalgary.ca>.

**THE UNIVERSITY OF WATERLOO — The Department of Electrical & Computer Engineering.** The University of Waterloo is seeking an outstanding candidate for a tenure track position at the level of assistant professor, in the general area of film devices, circuits, and systems, pertaining to high speed imaging. The position is in conjunction with our recently established DALSTAR/ENGISCOR Industrial Research Chair in Sensor Technology. The advertised position is for a faculty member who is expected to carry out research that is independent but complementary to the Chair program. The successful

candidate is expected to have a strong commitment to teaching and research, including supervision of graduate students. The candidate for the position must have a earned doctoral degree with a strong research record in optical or more of the following areas: theory and fabrication of thin device, circuits, and systems; high speed and low noise architectures for matrix addressed arrays; design of linear integrated circuits, including analog-to-digital converters and other circuits, for image processing. For information please visit the web (<http://www.uwaterloo.ca>). Salary will commensurate with qualifications and experience. Applications with complete curriculum vitae and names of at least three referees should be sent to: Professor A.J. Healey, Coordinator, Faculty Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is primarily directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

**UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering at the University of Waterloo** invites applications from outstanding individuals for a tenure track position at any professional level in the area of manufacturing processes. In particular, we are seeking candidates who have a strong background in metal forming based on a knowledge of plasticity and interest in numerical modelling. Applicants must possess a PhD degree. Have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. Interested applicants should immediately e-mail or fax an expression of interest to: Dr. R.L. Ph.D. Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1; Fax: (519) 888-6197; E-mail: [rlphillips@uwaterloo.ca](mailto:rlphillips@uwaterloo.ca) to be followed by the submission of a detailed curriculum vitae and the names of three references, to the above address. Applications will be accepted until January 30, 1998 or until suitable applicants are found. All positions are subject to the availability of funds. Salaries will be commensurate with qualifications and experience. Information about the Faculty and Department can be found at <http://www.uwaterloo.ca/mech/>. In accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

**UNIVERSITY OF WATERLOO — The Department of Mechanical Engineering at the University of Waterloo** invites applications from outstanding individuals for a tenure track position at the level of Assistant or Associate Professor in the area of Experimental Fluid Mechanics. In particular, we are seeking candidates who have a strong background and research interest in turbulence measurements and physical modelling. Applicants must possess a PhD degree. Have excellent communication skills, and should be eligible for registration as a professional engineer in the Province



### The University of Regina Dean, Faculty of Education

The University of Regina is a growing and innovative organization with over 1000 employees, 11 500 students and an annual operating budget in excess of \$79 million. The campus is situated in beautiful Wascana Park, one of the largest urban parks in North America.

The Faculty of Education, one of the University's eleven academic areas, offers broad undergraduate programs with a strong practical component (four-year and after degree), including Elementary, Secondary, Arts Education, Baccalaureate in Education, Bachelor of Music Education, Human Resources Development and four associated Aboriginal Teacher Education programs, as well as the University's largest Graduate Studies program at both the Masters and Doctoral levels. The Faculty is home to the University's Centre for International Teacher Education.

The Dean will provide strong collaborative leadership and sound administration for the Faculty within the University, and effective representation of the university with the various educational organizations in the province, and other organizations in the community. The successful candidate will have demonstrated administrative skills; an established record as a teacher educator; an excellent record of teaching and research appropriate to the rank of Professor in a relevant discipline; an understanding of the integral relationship among undergraduate education, graduate education, continuing education, and research and scholarly activity; awareness of cross cultural, gender and special needs issues; and excellent communication skills.

The appointment is to commence on July 1, 1998, normally for a five-year term, renewable. Applications or nominations for this position, indicating the qualifications on the basis of which the individual merits consideration, will be received until a selection is made. Review of complete applications by the Search Committee will begin on February 1, 1998. Send applications or nominations, including a curriculum vitae and names of at least five referees in confidence to:

Dr. Dianne Common  
Vice-President (Academic)  
University of Regina  
Regina, Saskatchewan  
S4S 0A2

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.



DALHOUSIE  
University

DalTech

Department of Electrical and  
Computer Engineering

### INDUSTRIAL RESEARCH CHAIR IN MULTISENSOR INFORMATION FUSION

The Faculty of Engineering at DalTech, Dalhousie University (formerly the Technical University of Nova Scotia), anticipates the establishment of an Industrial Research Chair in Multisensor Information Fusion in the Department of Electrical and Computer Engineering. The industrial partner will be MacDonald Dettwiler and Associates Ltd. of Halifax (MDA Halifax), a dynamic and innovative firm with an established track record in the development of information systems for military and commercial applications. An important goal of the Chair will be the transfer of technology to industry.

DalTech invites applications from highly qualified individuals for this tenure track position. Candidates must have a Ph.D. in a related discipline, a strong research record and demonstrated expertise in Multisensor information fusion. Excellence of academic qualifications, industrial research experience, and willingness to collaborate with industry will be major factors in the Chair selection. Proven ability to plan a research program, acquire funding and lead a team are also essential. The selected candidate must commit to full collaboration with the industrial sponsors.

The emphasis of the Chair will be on the development of sensor and image data fusion, information extraction and fusion, decision support, and sensor management techniques. Typical applications will be tactical (i.e. near real-time) systems operating in a networked and geographically-distributed information environment. Experience in applications that use sensor data is highly desirable.

Applications, including a curriculum vitae, a one-page summary of the intended approach to the research, and the names of three referees, should be submitted to:

Dr. W. Robertson, Head  
Department of Electrical and Computer Engineering  
DalTech, Dalhousie University  
P.O. Box 1000, Halifax, Nova Scotia CANADA B3J 2X4

Applications will be accepted until a suitable candidate is found. It is anticipated that this Chair will be in place by September, 1998. Queries may be sent by e-mail to: [bill.robertson@dal.ca](mailto:bill.robertson@dal.ca).

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from all qualified Aboriginal Peoples, persons with disabilities, racially visible persons and women.

## Chair School for Building

The Faculty of Engineering and Computer Science of Concordia University invites nominations and applications for the position of Chair of its newly established School for Building. The School has joined the Centre for Building Studies and the Department of Civil Engineering. The Chair is expected to assume a strong leadership role, and must have the ability to plan for the continued development of the educational programs and the research activities of the School; and to build collaborative relations with industry.

Candidates must hold a PhD in Civil/Building Engineering, or a closely related field, and must be eligible for membership in the Order of Engineers of Quebec. Bilingualism (English and French) will be an asset. The appointment will take effect on June 1, 1998 or earlier. Nominations and applications should be forwarded by January 31, 1998 to:

Dr. Nabil Esmail, Dean, Faculty of Engineering and Computer Science, Concordia University, 1455 de Maisonneuve West, Montréal, Québec, Canada H3G 1M8

In accordance with Canadian Immigration requirements, priority shall be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to employment equity and encourages applications from women, aboriginal people, visible minorities and disabled persons.



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# ANNONCES CLASSÉES

of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate students, and establishing a viable external funded research program. The successful candidate will be responsible for the development and delivery of the Department. Interested applicants should immediately e-mail or fax an expression of interest to: Dr. R.J. Prid, Chair, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1; Fax: (519) 888-6137; E-mail: rjp@mech.uwaterloo.ca. The successful candidate will be responsible for the development and delivery of the curriculum vitae and the names of three references, to the above address. Applications will be accepted until January 30, 1998 or until suitable applicants are found. All positions are subject to the availability of funds. Salaries will be commensurate with qualifications and experience. Information about the Faculty and Department can be found at <http://www.uwaterloo.ca/mech/>. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

**THE UNIVERSITY OF WESTERN ONTARIO — Computer/Software Engineering.** As part of a major initiative at the University of Western Ontario, applications are invited for a probationary (tenure-track) position as Assistant/Associate Professor level in the Department of Electrical and Computer Engineering in connection with an emphasis in the general area of Computer Engineering and especially Software Engineering. The Department has been involved recently in the establishment of the Advanced Communication Engineering Research Centre in collaboration with Bell Canada and Bay Networks Inc. Candidates should have a PhD in computer engineering, computer science, electrical engineering, or related discipline, and should have a strong research interest in software engineering, with special emphasis on simulation and computational methods, and/or computer and communications networking. Successful candidates will be expected to provide leadership and develop a vigorous research activity. Responsibilities also include teaching at the undergraduate and graduate level, supervision of graduate students and normal administrative activities involved with such a position. Eligibility for registration as a Professional Engineer in Ontario is desirable. Processing of applications will begin in January, 1998 and continue until the position is filled. The closing date of July 1, 1998 is envisaged but this is negotiable. Applications, including a curriculum vitae and the names and addresses of three references, should be sent to: Dr. Alan R. Webster, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B8. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

## ENGLISH

**THE UNIVERSITY OF GUELPH — The Department of English at the University of Guelph** invites applications for a tenure-track position at the Assistant Professor level, to take effect August 1, 1998. The department is seeking a candidate with expertise in eighteenth- or nineteenth-century studies with the ability to teach across as well as within particular literatures in English, preferably including American colonial and U.S. writing, to place the material in a historical/cultural or postcolonial context. Candidates must also be able to teach critical theory and writing at the graduate and undergraduate levels. Flexibility of teaching interests is essential, as is strong commitment to the interface of research, teaching, and administration. Additional strength in such

areas as queer theory, children's literature, Canadian studies, gender and genre studies, performance studies, or postcolonial literatures is welcome. Candidates should have a completed PhD and demonstrated research and teaching ability. Salary commensurate with qualifications and experience. The University of Guelph is a mid-sized research-intensive institution which offers innovative B.A. and M.A. programs in English and is currently developing a proposal for a PhD program. Applicants should send a curriculum vitae, writing sample of 20-25 pages, graduate transcripts, and arrange for the forwarding of three letters of reference to: Dr. Gerald Manning, Chair, Department of English, University of Guelph, Ontario, N1G 2W1 (Fax: 519-766-6844). Deadline for applications: January 5, 1998. This position is subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes affirmative measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

**THE UNIVERSITY OF LETHBRIDGE — Faculty of Arts and Science, Department of English.** Assistant Professor; ten-month term beginning August 1, 1998, subject to budgetary approval. A PhD is required with teaching experience at the university level. We seek candidates to teach undergraduate courses in poetry and prose (fiction, Canadian, American). Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent outdoor recreation, and a vibrant cultural scene. The University focuses on excellence in undergraduate programs and has an enrolment of over 5,000 students. New faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research. Eligibility for registration as a Professional Engineer in Ontario is desirable. Processing of applications will begin in January, 1998 and continue until the position is filled. The closing date of July 1, 1998 is envisaged but this is negotiable. Applications, including a curriculum vitae and the names and addresses of three references, should be sent to: Dr. Alan R. Webster, Chair, Department of Electrical and Computer Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B8. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

areas as queer theory, children's literature, Canadian studies, gender and genre studies, performance studies, or postcolonial literatures is welcome. Candidates should have a completed PhD and demonstrated research and teaching ability. Salary commensurate with qualifications and experience. The University of Guelph is a mid-sized research-intensive institution which offers innovative B.A. and M.A. programs in English and is currently developing a proposal for a PhD program. Applicants should send a curriculum vitae, writing sample of 20-25 pages, graduate transcripts, and arrange for the forwarding of three letters of reference to: Dr. Gerald Manning, Chair, Department of English, University of Guelph, Ontario, N1G 2W1 (Fax: 519-766-6844). Deadline for applications: January 5, 1998. This position is subject to final budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes affirmative measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

**THE UNIVERSITY OF CALGARY — Department of Community Health Sciences** invites applications for a full-time academic position in cancer epidemiology with an emphasis on outcome-oriented evaluative research. Duties will include teaching and graduate student supervision. Qualifications include a PhD and MD, at least three years of experience, and demonstrated strong research achievement in health research, particularly in the area of cancer epidemiology. The selected candidate must complete successfully for salary and establishment funding from the Alberta Heritage Foundation for Medical Research and the Medical Research Council of Canada, and will have 15% of time protected for research. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Please submit a curriculum vitae, a statement of interests and research goals, and the names of three referees by December 31, 1997.

to: Dr. L.R. Sutherland, Head, Department of Community Health Sciences, The University of Calgary, 3330 View Ridge Drive N.W., Calgary, Alberta, Canada T2N 4N1.

## FAMILY MEDICINE

**THE UNIVERSITY OF MANITOBA — The Department of Family Medicine**, on the Faculty of Medicine at the University of Manitoba, invites applications for a contingent, geographical full-time position. The position is based at the Family Medicine Clinic, St. Boniface General Hospital. Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba and be certified by the College of Family Physicians of Canada. At least three years of family practice experience and a willingness to do on-call is desirable. Both post graduate and undergraduate teaching will comprise a major portion of the duties. Salary and rank will be commensurate with qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian Immigration and Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position at the Family Medicine Clinic is available March 1, 1998. Applications accompanied by a curriculum vitae and names of three referees should be submitted to: Dr. Peter Kirk, Professor and Head, Department of Family Medicine, 5503-469 Tache Avenue, Winnipeg, Manitoba, R2H 2A6. Telephone: (204) 221-2297; Fax: (204) 221-0302. Close

ing date for receipt of applications is December 31, 1997.

## FAMILY STUDIES

**THE UNIVERSITY OF GUELPH — The Department of Family Studies** invites applications for a tenure track Assistant or Associate Professor position in family relations and human development. Applicants should hold a PhD or equivalent in family studies or a single social science discipline with some aspect of family as a specialization. The candidate must have a strong background in the use of quantitative techniques, and show an interest in collaborating with other faculty on a variety of interdisciplinary research projects. Candidates should have research interests in the later parts of the lifespan with special expertise in one or more of the following areas: aging and adult development; family relations (e.g. work/family, gender, ethnicity, diversity); or health promotion and family well-being. Responsibilities include teaching at the undergraduate and graduate level, participation in strong MSc and PhD programs in both Family Relations and Human Development (with MSc specialization in Marriage and Family Therapy) and Applied Human Nutrition, and establishment of a vigorous research program. Appointment as of July 1, 1998 or as negotiated. Applicants should include curriculum vitae and names of three referees and should be submitted no later than February 1, 1998 to Dr. Kerry J. Daly, Acting Chair, Department of Family Studies, University of Guelph, Guelph, Ontario N1G 2W1 (Tel: 519-824-4120, Ext. 6321; Fax: 519-766-0651). In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Guelph is committed to an employment equity program that includes affirmative measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. The appointment is subject to final budgetary approval.

## FINANCE

**THE UNIVERSITY OF NEW BRUNSWICK — The Faculty of Business at the University of New Brunswick** invites applications for a tenure track position in Finance. This position starts in September 1999, and is subject to budgetary approval. Applicants should have an earned doctorate or equivalent. Rank and Salary will be commensurate with qualifications and experience. Candidates with lesser qualifications will be considered for term appointment. Applications will be accepted until the position is filled. This position is subject to budgetary approval. Please send CV and the names and address of three referees to Professor Ellen Pike, Acting Dean, Faculty of Business, University of New Brunswick, Saint John Campus, PO Box 5050, Saint John, NB E2L 4L5. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada. The University of New Brunswick is committed to an employment equity program that includes affirmative measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. The appointment is subject to final budgetary approval.

## Université d'Ottawa

## University of Ottawa

### POSTES PERMANENTS FACULTE D'ADMINISTRATION

La Faculté d'administration de l'Université d'Ottawa recherche des professeurs pour les postes suivants:

- Deux postes à temps plein menant à la permanence en Comptabilité Financière pour enseigner au niveau des 1er et 2e cycles. Qualifications requises: Ph.D. (obtenu ou presque complet) et un programme de recherche prometteur. La possibilité d'enseigner dans les deux langues officielles est un atout.
- Un poste à temps plein menant à la permanence en Marketing pour enseigner au niveau des 1er et 2e cycles dans les domaines de la haute technologie et du marketing industriel. Qualifications requises: Ph.D. (obtenu ou presque complet) et un programme de recherche prometteur. Les candidats/elles doivent pouvoir enseigner dans les deux langues officielles.
- Un poste à temps plein menant à la permanence en Gestion des Ressources Humaines pour enseigner des cours en gestion des ressources humaines et en relations industrielles au niveau des 1er et 2e cycles. Qualifications requises: Ph.D. (obtenu ou presque complet) et un programme de recherche prometteur. Les candidats/elles doivent pouvoir enseigner dans les deux langues officielles.
- Un poste à temps plein menant à la permanence en Stratégie et Gestion Internationale pour enseigner au niveau des 1er et 2e cycles. Qualifications requises: Ph.D. (obtenu ou presque complet) et un programme de recherche prometteur. Les candidats/elles doivent pouvoir enseigner dans les deux langues officielles.

Cette offre est faite sous réserve de disponibilité des fonds. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Faire parvenir votre curriculum vitae au plus tard le 20 février 1998 à l'adresse suivante: Daniel Lane, Vice-doyen, Faculté d'administration, Université d'Ottawa, C.P. 450, Succursale A, Ottawa, Ontario, K1N 6N5. Tel: (613) 562-5869. Téléc. (613) 562-5166, courrier électronique: lane@adm.ottawa.ca

### FULL-TIME POSITIONS FACULTY OF ADMINISTRATION

The Faculty of Administration, University of Ottawa, invites applications for the following positions:

- Two full-time tenure track positions in Financial Accounting for teaching at the graduate and undergraduate levels. PhD (in hand or nearing completion) and a promising research program are required. The ability to teach in both official languages is an asset.
- One full-time tenure track position in Marketing for teaching at the graduate and undergraduate levels in the areas of high technology and industrial marketing. PhD (in hand or nearing completion) and a promising research program are required. Candidates must be capable of teaching in both official languages.
- One full-time tenure track position in Human Resource Management for teaching human resource management and industrial relations at the graduate and undergraduate levels. PhD (in hand or nearing completion) and a promising research program are required. Candidates must be capable of teaching in both official languages.
- One full-time tenure track position in Strategy and International Business for teaching at the graduate and undergraduate levels. PhD (in hand or nearing completion) and a promising research program are required. Candidates must be capable of teaching in both official languages.

This offer is subject to availability of funds. Equity is a University policy. The University strongly encourages applications from women. Send resumes prior to February 20th, 1998 to:

Daniel Lane, Vice Dean, Faculty of Administration  
University of Ottawa, P.O. Box 450 Station A  
Ottawa, Ontario K1N 6N5.  
Tel: (613) 562-5869, Fax: (613) 562-5166,  
Email: lane@adm.ottawa.ca

## Vice-President (Administration) The University of Manitoba

The University of Manitoba invites nominations and applications for the position of Vice-President (Administration).

The Vice-President (Administration), who reports to the President, will have a wide-ranging and challenging portfolio. He or she will manage the University's financial, business, and investment interests, its support services, physical resources and property, its human resources and labour relations (including collective bargaining), and its information and technological services.

The University of Manitoba is located in Winnipeg, and is Manitoba's leading post-secondary teaching and research institution. The University offers a wide range of undergraduate and graduate degree programs in 19 Faculties and Schools, including professional faculties such as Engineering, Medicine, and Law, supported by an operating budget of \$240 million. Currently there are over 21,000 students enrolled in degree programs at the undergraduate and graduate levels.

The University of Manitoba is committed to excellence in teaching, research, scholarship and creative work. Annually, more than \$68 million in research and special funds are received from external sources. The development of innovative research and development programs with business, industry, and government is a high priority.

The preferred candidate will be an individual with outstanding organizational, interpersonal, and

communication skills, and an in-depth knowledge of the principles of financial management, physical environment management, human resources and labour relations, and legal issues. Experience at the senior level in a complex public-sector organization would be an asset. He or she will be a dynamic and decisive person who can think analytically and creatively, and who has a comprehensive understanding of and commitment to the principles and vision of the University, and an appreciation of the challenges it faces now and in the future.

Consideration of applications and nominations will begin in February 1998.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities.

Written nominations or applications for the position, accompanied in the latter case by a curriculum vitae and the names of three referees, should be submitted in confidence to:

Janet Wright & Associates Inc.  
21 Bedford Road, Suite 100  
Toronto, Ontario M5R 2J9 Fax: (416) 923-8311

## UNIVERSITY COLLEGE of the FRASER VALLEY

### Instructor — Early Childhood Education/Child and Youth Care

100% Full-Time, Permanent, Type "B" Faculty Position

UCFV, located 60 kilometres from Vancouver in British Columbia's beautiful Fraser Valley, is a multi-campus, undergraduate, degree-granting institution offering a diversity of programs. UCFV has main campuses in Abbotsford and Chilliwack, B.C., and currently enrolls more than 6,000 students each year. The emphasis at UCFV is on teaching excellence, while acknowledging active scholarship as an integral part of the teaching process.

Posting 97.87: The UCFV Early Childhood Education/Child and Youth Care department offers seven "laddered" certificate, diploma and degree programs which emphasize the optimal growth and development of children, youth, and families. The department is seeking to recruit one full-time faculty member to teach across these programs. It is expected that approximately 50% of the teaching assignment will focus on the Child and Youth Care degree program.

Qualifications: A minimum of a master's degree with a doctorate preferred; excellent teaching skills at the post-secondary level; familiarity with the university-college concept in post-secondary education; extensive work experience in an area related to early childhood education or child and youth care. Experience with research and/or scholarly writing in either the ECE or CYC fields would be a definite asset. Also, candidates are expected to demonstrate a commitment to cross-cultural, inclusive and learner-centred education.

Start date: August 1, 1998  
Salary: Appropriate placement on the faculty salary scale

We invite applications quoting the relevant posting number, with evidence of appropriate qualifications by January 31, 1998, to: Employer Relations, University College of the Fraser Valley, 3384 King Road, Abbotsford, B.C., Canada, V2S 7M9. Phone: (604) 854-4526; fax: (604) 854-1538. In an effort to be both environmentally and fiscally responsible, UCFV will contact only candidates receiving an interview. We thank all applicants for considering UCFV for employment.

UCFV is an Employment Equity Employer

Janet Wright & Associates Inc.



## CLASSIFIEDS

University of Toronto at Scarborough is recruiting tenure stream positions in finance, rank open to all levels. Duties include undergraduate teaching and research. The University of Toronto at Scarborough, graduate school, is seeking a full-time faculty member in finance to teach in the University of Toronto's Joseph R. Rotman Faculty of Management, and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Salary commensurate with qualifications. Interested candidates should send curriculum vitae and evidence of teaching and research to: Dr. Professor Sanford Borins, Chair, Division of Management and Economics, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON M1C 1A4. Effective date of appointment is July 1, 1998. Deadline for applications is January 10, 1998. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women, persons with disabilities, visible minorities, and persons with disabilities.

## FORESTRY

**UNIVERSITY OF NEW BRUNSWICK** – Faculty of Forestry and Environmental Management. Position in Sustainable Development. Applications are invited for a faculty position in Sustainable Development in the Faculty of Forestry and Environmental Management, University of New Brunswick, tenable from January 1998 or such other date as may be arranged. This position is part of a major university and provincial initiative with global, national and regional perspectives. The successful candidate will be responsible for the development of a sustainable development and associated fields in both the Faculty and the Environment and Sustainable Development Research Centre, to attract significant funds for research and technology transfer, to develop and coordinate postgraduate and graduate teaching responsibilities. Applicants must have demonstrated a substantial research output of international stature and the ability to attract external funding in sustainable development related areas. Some sustainable development research on the themes of economic and social enterprise relies upon the



## Reference Librarian — Steacie Science Library

York University Libraries invite applications for the position of Reference Librarian in Stracice Science Library. Responsibilities include reference services and bibliographic instruction; collections development and management (in assigned subject areas); liaison with academic units; professional development, research and scholarly work; participation on library-wide committees and service to the University.

York University is the third largest university in Canada serving a population of approximately 50,000 students from diverse cultures. The Steacie Library contains over 200,000 items primarily in the pure sciences.

**Qualifications:**

*Required:* ALA-accredited Master's or equivalent. An undergraduate degree in chemistry or physics. Knowledge of science and technology print and electronic resources. Interest in and demonstrated ability to incorporate information technologies into reference services; knowledge and expertise with science document delivery services and electronic journals. Proven ability to provide instruction in varied teaching environments. A strong personal service philosophy, effective communications skills, team skills, interest in library and university committee responsibilities and ability to manage a diverse workload. Work experience in an academic library. An understanding of scholarly research in the sciences. Willingness to work nights and weekends.

### The Appointments

York University is implementing a policy of employment equity including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens or permanent residents of Canada. This is an entry level continuing appointment (tenure track) position to be filled at the Assistant Librarian level and appropriate for a librarian with up to two years experience. This position is included in the York University Faculty Association bargaining unit. The salary floor for an Assistant Librarian is \$37,105.

### Applications:

Preference will be given to applications received before **Jan. 15, 1998**. Applications, including a covering letter relating qualifications to requirements of the position, a current curriculum vitae and the names of two referees should be sent to:

Chair, Appointment Committee

310 Scott Library, York University Libraries  
4700 Keele St., North York, Ont. M3J 1P3

We appreciate all applications but are unable to acknowledge them individually. Only candidates being considered for an interview will be contacted.

ability of the natural environment to provide essential resources and absorb wastes, in reference to the natural candidates who have strengthened natural resource economics (perhaps with a background in the natural or applied sciences) and an expressed interest in environmental policy. Terms and conditions of employment are negotiable and dependent upon the qualifications, experience and career objectives of the successful applicant. Applications, including a curriculum vitae and the names of three referees, should be submitted to: Prof. E.W. Robak, Acting Dean, Faculty of Forestry and Environmental Management, University of New Brunswick, Box #4455, Fredericton, New Canada E3B 6C2. Phone (506) 433-5140. Fax (506) 433-3538, email robak@unb.ca. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

**UNIVERSITY OF TORONTO — Faculty of Forestry, Wood Sciences/Wood Products, Applied Forestry** is seeking a Ph.D. student for an Associate Professor of Wood Science/Wood Products in the Faculty of Forestry, University of Toronto, commencing on July 1st, 1998. This is a tenure position with a salary commensurate with experience. The successful candidate will be involved in a research program which offers a combination of the M.J.M.F.C. and PFD are research degrees which involve graduate courses and their research which is closely linked to research interests of the Faculty of Forestry, University of Toronto (Forest Conservation) is a 16-month degree programme, with strong emphasis on field and practical work, summer internships and intensive residential field camps in Canada and abroad. The successful candidate will be expected to participate actively in teaching and supervision in each of the above programs. Members of the Faculty also normally participate in some undergraduate teaching in other divisions of the University. The University of Toronto is an internationally recognized institution and excellent research potential are essential qualifications. The successful candidate must show personal commitment to research, and to the support of an vigorous group of graduate students. For consideration, send your resume and candidates who can build on the Faculty's strong

record of innovation in wood product development, but who also have interests in related areas, such as value-added production, international trade in wood products, sustainable forest management and product certification, and the role of wood science and product development in forest conservation in accordance with the Employment Equity Policy, the University of Toronto encourages applications from all qualified women and men, members of minorities, aboriginal peoples and persons with disabilities. Applications from persons of all ethnic backgrounds are welcomed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application accompanied by a detailed curriculum vitae and the names and addresses of three referees should be submitted before January 15th, 1998, to: Professor Rorke Bryan, Dean, Faculty of Forestry, University of Toronto, 33, Wilketts 5Bee, Toronto, Ontario

**Faculty of Forestry, Shavlikova Applications are invited for the position of Assistant Professor of Silviculture in the Faculty of Forestry, University of Toronto, commencing on July 1st, 1958. The position is a tenure position and the successful candidate will be expected to use his faculty to offer three program areas. The M.Sc.F. and Ph.D. are research degrees which involve graduate courses and thesis research closely related to research interests of individual faculty members. The M.Sc.F. is a research degree in Conservation is a 15-month degree programme, with strong emphasis on field and practical work, summer internships and intensive residential field courses in Canada and abroad. The successful candidate will be expected to participate in the teaching and supervision in each programme. Members of the Faculty also normally participate in some undergraduate teaching in other divisions of the University. The University of Toronto is an international research university and research projects are essential qualifications. The successful candidate must show personal commitment to research, and support of a vigorous group of graduate research students. The successful candidate should have a strong primary interests and experience in silviculture.**

Applications will be welcomed from candidates with a range of subsidiary interests. Including, but not limited to: forest ecology, growth and yield, wildlife habitat conservation, sustainable forest management and certification. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from all qualified women and men, members of minorities, aboriginal peoples and persons with disabilities. Enquiries about the Faculty of Forestry and these positions are welcomed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application accompanied by a detailed curriculum vitae and the names and addresses of three referees should be submitted before January 15th, 1998, to: Professor Rourke Bryan, Dean, Faculty of Forestry, University of Toronto, 33 Wilketts Street, Toronto, Ontario M5S 3L3. Email: [hr@utoronto.ca](mailto:hr@utoronto.ca)

**FRENCH**

**DALHOUSIE UNIVERSITY** — Applications are invited for two positions in the Department of French effective July 1998 at the rank of Assistant Professor. All candidates would be expected to have native or native-like fluency in French and real enthusiasm in the field of language teaching, and, in addition, specialisation in one or more of the following areas: French literature, French history, French culture, French language, French language in the 19th and 20th Century literature, Academic Studies, Linguistics or Applied Linguistics. The Department is seeking colleagues of high promise in the areas both of teaching and research, and who are eager to contribute to the development of the Department's many programmes. A letter of application, complete and updated curriculum vitae, and letters from three referees should be sent to Dr. Patricia De Melo, Chairperson, Department of French, Dalhousie University, Halifax, NS B6A 3H9, Canada. For consideration, applications must be received by the Department on or before 31 March 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Affirmative Action/Equal Opportunity Employer. We encourage all persons, including women, aboriginal peoples, persons with a disability, and persons of various ethnic origins to apply.

with disabilities. Candidates should send curriculum vitae, statements of teaching specialization and research interests, plus the names of three referees before January 31, 1998 to: Professor Carl G. Amrhein, Chair, Department of Geography, University of Toronto, Toronto, Ontario Canada M5S 3G2.

**THE UNIVERSITY OF LETHBRIDGE**—Faculty of Arts & Science, Department of Geography Assistant Professor, probationary tenure-track position. The successful candidate will teach Introductory A PhD is required in Archaeology (New World) with a specialization in Geoarchaeology or Paleoethnobotany. Research interests in New Worlds are especially encouraged to apply. The candidate should also have experience in teaching Introductory and regional courses in Geography and Archaeology. The successful candidate will teach courses in Introductory Archaeology and advanced courses in New World Archaeology and Geoarchaeology. The successful candidate is required to teach Introductory and Regional Courses in Geography. The candidate must be prepared to publish research in peer-reviewed journals. New World Archaeology seeking external research experience located in southern Alberta, within sight of the Rocky Mountains. Excellent salary/benefits package. We seek individuals who are primarily mild for the prairies, excellent cultural knowledge, and strong communication skills. Focuses on excellence in undergraduate programs and has an enrollment of over 5,000 students. New Faculty are eligible to apply for a variety of awards and grants from both internal and other university funding sources in support of research and education at conferences. In accordance with the University's commitment to diversity, advancement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated leadership in their field and a commitment to scholarship. The University is an equal opportunity employer and offers a non-smoking environment.

**SALARY:** \$39,670 per annum. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching awards and letters of recommendation.

ment equity. All qualified persons are encouraged to apply. In accordance with Canadian immigration requirements priority will be given to Canadian citizens and permanent residents of Canada.

## GEOGRAPHY &amp; GEOLOGY

**MCMASTER UNIVERSITY** - The School of **Chemistry and Geology** at McMaster University invites applications for a full-time tenure-track position in the Department of **Environmental Health** at the rank of **Assistant Professor**, effective July 1, 1998, as part of the **Environmental Health** program in the **Department of Chemistry and Geology** at McMaster University. Candidates must have a PhD in chemistry and epidemiology, and research interests in the areas of environmental and health-related issues, including environmental health, environmental and population health, environmental toxicology. Ability to teach, involvement in research, and strong communication skills. Salary commensurate with experience. The appointee is expected to teach courses in the areas of environmental and health-related issues, to contribute to McMaster's teaching and supervision, to carry out an active research program, and to publish peer-reviewed publications and to take on administrative responsibilities in the School of Chemistry and Geology. Applicants should send their curriculum vitae, a letter of interest, and three references from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities, to the Department of Chemistry and Geology, McMaster University, 1280 Main St. W., Hamilton, Ontario L8S 4L7, Canada. For consideration, please send three letters of reference sent directly to the

**Hydrogeology and Geology at McMaster University** is seeking a geologist or geoscientist for a full-time tenure-track position at the Assistant Professor level, effective July 1, 1998. Candidates must have completed a PhD, and should have interest in the areas of hydrogeology, sedimentology, and/or water and groundwater, and in the application of techniques such as isotope geochemistry, seismology, or field studies. The successful applicant will be expected to teach sedimentology and to have demonstrated research experience in hydrogeology. Richard M. Wilson University encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, all applicants must be citizens or permanent residents. Applications, including résumés and the names of three referees, should be submitted to: Dr. Fred Hall, Director, School of Geography and Geology, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4H1. Applicants should send their applications and curriculum vitae in confidence directly to the same address. Closing date: February 16, 1998.

## GEOLOGY

**UNIVERSITY OF TORONTO** – The Department of Geology, University of Toronto (St. George's Campus) invites applications for a tenure stream position in the field of igneous petrology effective July 1, 1998. All fields of the sub-discipline will be considered. The successful candidate will be responsible for themselves with our existing research programs and facilities through our home page at <http://www.geology.utoronto.ca>. The University of Toronto is an equal opportunity institution. The department has a fully equipped experimental petrology laboratory with a piston cylinder, laser Raman spectrometer, laser Raman microprobe, hydrothermal cell and seal vessels, a Deltec gas mixing system and an isometric force feedback system. The department also has access to the University of Toronto's state-of-the-art NMR facilities and to the mass spectrometry facilities of the Royal Ontario Museum. The successful candidate will be expected to demonstrate commitment to both teaching and research and will be expected to build a research program of top international calibre. He/she will be expected to contribute to the department's academic and related areas as well as general university activities. Applications should include a curriculum vitae, a list of references, and a short autobiography as well as the names and addresses of three referees (including e-mail and fax number where possible). Applications and resumes should be sent to: Dr. J. J. Fawcett, Chairman, Department of Geology, University of Toronto, Earth Sciences Centre, 257 Hurontario Street, Toronto, Ontario, Canada M5S 1A5.



**DEAN — FACULTY OF COMM  
BUSINESS ADMINISTRATION**

The University of British Columbia seeks applications and nominations for an individual with energy, vision and creative leadership abilities for the position of Dean of the Faculty of Commerce and Business Administration, to take office July 1, 1998.

UBC is one of Canada's leading teaching and research institutions. Incorporated in 1908, it is a publicly supported university comprising twelve faculties, nine schools and many centres and institutes. The University's mission is to be a world-renowned institution of higher education and research.

The Faculty, with nine divisions, offers BCom, MBA, MSc and PhD degrees to approximately 1,300 undergraduates and 350 graduate students. The Faculty also offers Canada's largest executive and continuing education program. The 90 full-time faculty and approximately 50 full-time staff are committed to preparing students for a rapidly changing and challenging global business environment. The Faculty is deeply committed to both research and teaching.

As the senior executive officer of the Faculty, the Dean is expected to provide dynamic leadership both within the University and the general business community. The successful candidate will be an internationally recognized scholar with proven administrative ability and be dedicated to research and teaching. Candidates must have the academic credentials, and scholarly record or professional achievement consistent with appointment to the academic rank of professor.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Applications and nominations will be received until **January 31, 1998** or until the position is filled, and should be forwarded to the **Provost and Chair of the Search Committee, 6328 Memorial Road, Vancouver, BC, Canada V6T 1Z2**.

GERMAN APPLIED LINGUISTICS

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# ANNOUNCEMENTS

men, including Aboriginal people, persons with disabilities, and members of visible minorities.

## GERONTOLOGY

**SIMON FRASER UNIVERSITY** - Gerontology Program, Limited Term Faculty Position - Aging and the Environment. Applications are invited for one year limited-term faculty position at the junior Assistant Professor level. The position will be filled by an individual with specialization in aging and the environment. Other qualifications include a PhD, demonstrated teaching ability, and a developing publishing record. The successful candidate may assume this position Sept. 1, 1998 and will teach for both the Post Baccalaureate Diploma Program in Gerontology and the Master of Arts in Gerontology. The Masters Program offers advanced study in two defined areas within the field of gerontology - aging and the built environment and health promotion and aging. SFU is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. In accordance with Canadian Immigration requirements, the advertisement is directed toward Canadian citizens and permanent residents. Closing date: February 15, 1998. This position is subject to final budgetary authorization. Candidates should send their curriculum vitae, a letter of interest, a completed application form, and a covering letter to: Dr. Andrew Veale, Graduate Committee Chair, Gerontology Program, Simon Fraser University, 515 West Hastings Street, Vancouver, B.C. V6S 3K3. For more information, please visit our website at <http://www.humanities.sfu.ca>.

## HISPANIC & ITALIAN STUDIES

**UNIVERSITY OF VICTORIA** - The Department of Hispanic and Italian Studies invites candidates with training in Spanish Language Acquisition and Translation and a strong commitment to Modern Peninsular and Latin American Literature to apply for a full-time tenure-track position at the rank of Assistant Professor effective July 1998, subject to budgetary approval. Preference will be given to candidates with a completed PhD, native or near-native fluency in Spanish and English, and a strong commitment to teaching and research. Duties will include teaching and research in the areas of Modern Peninsular and Latin American Literature, Culture, and Civilization courses. Applicants must include a full curriculum vitae, a transcript of academic record, and a letter of reference (which should be sent directly to the Department Chair, publications for writing sample, and teaching evaluations. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and Aboriginal peoples. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications and letters of reference are to be sent or faxed to: Dr. Elena Roca, Chair, Department of Hispanic and Italian Studies, University of Victoria, P.O. Box 1803, Victoria, British Columbia, V8W 2P4. Fax number: (250) 721-6008. The application deadline is 15 January 1998.

## HISTORY

**BRANDON UNIVERSITY** - The Department of History at Brandon University invites applicants for a tenure-track position in the History Department or United States History at the rank of Assistant Professor commencing 1 August 1998. An ability to teach in both areas would be considered an asset. In addition, the successful candidate will be required to teach in the first-year world history survey course. A completed PhD, as well as demonstrated excellence in research and teaching, are required. Candidates' applications should include a curriculum vitae, official university transcripts, and a representative sample of publications or written work. As well, three references should be asked to send confidential letters of approval to: Dr. Robert E. Florida, Dean, Faculty of Arts, Brandon University, Brandon, Manitoba R7A 6A9. Applications will be accepted until 15 February 1998, or until an appointment is made. The salary range for Assistant Professor is \$35,280 to \$38,350 and is currently under review. In accordance with Canadian immigration regulations, the advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

**ST. THOMAS UNIVERSITY** - The Department of History at St. Thomas University invites applications for a tenure-track position in the History Department commencing August 1, 1998. St. Thomas University is a small, undergraduate, liberal arts university where excellence in undergraduate teaching is an institutional priority. The successful candidate will be a specialist in nineteenth and twentieth century United States history, able to offer introductory courses in United States history and world history. A PhD or imminent completion is required. Applicants should submit a curriculum vitae, samples of scholarly work, evidence of teaching effectiveness (teaching portfolio preferred), and arrange to have three letters of reference sent directly to Dr. Sheila Anderson, Chair, Department of History, St. Thomas University, Fredericton, NB E3B 5G3. Closing date: December 31, or when position is filled. Applicants are responsible for ensuring that their file, including letters of reference, are complete by this date. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Thomas University is committed to employment equity for women, Native peoples, members of visible minority groups, and persons with disabilities.

**THE UNIVERSITY OF LETHBRIDGE** - Faculty of Arts and Science, Department of History. Assistant Professor: ten-month term beginning August 1, 1998, with the possibility for renewal. The successful applicant will be required to teach a variety of courses in the field, including a complementary teaching field such as women's/gender history or the history of science and medicine, or a secondary teaching field in a particular region or country. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and an enrollment of over 5,000 students. New faculty are eligible to apply for a start-up grant for research and may also receive other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an

equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$38,000 per annum. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae and transcripts. In addition, applicants should arrange to have three letters of reference sent to: Dr. Stephen Haggard, Chair, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 325-1541. Fax: (403) 329-5108. E-mail: [haggard@leth.ca](mailto:haggard@leth.ca). The closing date for applications is January 31, 1998.

**THE UNIVERSITY OF REGINA**, Department of History, invites applications for a tenure-track position (subject to budgetary approval) at the level of Assistant Professor commencing July 1, 1998. The successful candidate will have experience in Asian History, with particular emphasis on China and/or Japan. Favorable consideration will be given to candidates with a second teaching experience in history. Applicants should have a PhD, completed or near completion of a commitment to scholarship and teaching in a university with a strong record of research and scholarly activity, and the ability to teach courses in undergraduate and graduate levels. Candidates should submit a curriculum vitae and arrange for the forwarding of three letters of reference to: Dr. M. Knutson, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Fax: (306) 342-1099. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## HUMANITIES

**CARLETON UNIVERSITY** - College of the Humanities. Applications are invited for a two-year appointment, with a possibility of conversion to a tenured position, in the Department of English, in the College of the Humanities and the Department of English Language and Literature. The successful candidate will be responsible for teaching 3 college core seminar dealing with European literature from the renaissance to the twentieth century, and 10 nineteenth and twentieth century literature. The successful candidate will be responsible for teaching a first-year undergraduate and graduate level in the Department of English Language and Literature. For the College seminar, preference will be given to candidates with a PhD or near completion of a PhD and be engaged in scholarly research. Requests for further information about the College's curriculum and objectives, as well as applications with a curriculum vitae and three letters of reference, should be sent to: Professor Peter Embury, Director, College of the Humanities, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5S6. Deadline for applications is January 15, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

**CARLETON UNIVERSITY** - Chair in the Humanities. Subject to budgetary approval, applicants are invited for a three-year appointment, convertible to tenure-track, at the level of Associate Professor or Professor, to the College of the Humanities and one of the following disciplines: History, Philosophy, English Literature, or Journalism. The College offers a four-year core curriculum for highly accomplished undergraduates leading to the degree of Bachelor of Arts. The individual selected for this position will be obligated to teach initially in one of the College's core seminars and a course in the particular discipline. The position requires a high level of philosophical and literary texts covering a span of the College's curriculum. Preference will be given to applicants who demonstrate a strong commitment to scholarship and research in their field. The individual selected for this position will be expected to teach introductory courses in the field. The position is open to all qualified persons and persons with disabilities. Persons from these groups are encouraged to apply.

## JAPANESE

**UNIVERSITY OF LETHBRIDGE** - Faculty of Arts and Science, Japanese - Faculty of Arts and Science. The Department of Modern Languages invites applications for a ten-month appointment for an Assistant Professor in Japanese, commencing August 1, 1998, subject to budgetary approval. PhD in Japanese or in a related field is required. The successful applicant will be responsible for teaching a variety of courses in the field, including a complementary teaching field such as women's/gender history or the history of science and medicine, or a secondary teaching field in a particular region or country. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and an enrollment of over 5,000 students. New faculty are eligible to apply for a start-up grant for research and may also receive other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an

equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$38,000 per annum. Applicants should send a letter describing interest and qualifications in all areas of teaching competence, and attach a curriculum vitae and transcripts. In addition, applicants should arrange to have three letters of reference sent to: Dr. Stephen Haggard, Chair, Department of History, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 325-1541. Fax: (403) 329-5108. E-mail: [haggard@leth.ca](mailto:haggard@leth.ca). The closing date for applications is January 31, 1998.

**MC GILL UNIVERSITY** - The Department of East Asian Studies announces a tenure-track position in the Department of East Asian Studies at the level of Assistant Professor commencing July 1, 1998. The successful candidate will have experience in Asian History, with particular emphasis on China and/or Japan. Favorable consideration will be given to candidates with a second teaching experience in history. Applicants should have a PhD, completed or near completion of a commitment to scholarship and teaching in a university with a strong record of research and scholarly activity, and the ability to teach courses in undergraduate and graduate levels. Candidates should submit a curriculum vitae and arrange for the forwarding of three letters of reference to: Dr. M. Knutson, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Fax: (306) 342-1099. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## JOURNALISM

**THE UNIVERSITY OF REGINA**, School of Journalism, invites applications for a tenure-track position (subject to budgetary approval) at the level of Assistant Professor level, commencing July 1, 1998. The successful candidate will have a strong background in print journalism with recent print experience. Cross-over experience in broadcast journalism would be an asset, as well as an interest in ethics would be an advantage. Applicants should have a completed M.A. or Ph.D. in Journalism or a related field. The successful candidate will be responsible for teaching a variety of courses in the field, including a complementary teaching field such as women's/gender history or the history of science and medicine, or a secondary teaching field in a particular region or country. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and an enrollment of over 5,000 students. New faculty are eligible to apply for a start-up grant for research and may also receive other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an

## JOURNALISM & COMMUNICATION

**CARLETON UNIVERSITY** - School of Journalism and Communication. Subject to budgetary approval, the Mass Communication program of Carleton University, School of Journalism and Communication invites applications for a tenure-track position at the rank of Assistant or Associate Professor. Applicants must demonstrate a high level of ability and commitment to contribute to a PhD program in communication, as well as teach in the program in communication and in undergraduate programs in mass communication. Candidates are to demonstrate teaching and research achievement in one or more of the following fields: social-cultural analysis of communication, the history of communication, international communication, communication and technology, and the political economy of communication. Missing information should be sent to: Dr. Peter Embury, Director, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5S6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Closing date for applications is March 1, 1998 or until the position is filled.

## KINESIOLOGY

**DALHOUSIE UNIVERSITY** - Kinesiology, Exercise Physiology. The School of Health and Human Performance invites applications with PhD or equivalent to apply for a probationary tenure-track position at the Assistant Professor level in Kinesiology, commencing August 1, 1998. The School of Health and Human Performance is a member of the Faculty of Health Professions and offers Bachelor's and Master's degrees in the areas of Kinesiology, Health Education and Recreation (including Therapeutic Recreation). Our mission is to develop leaders and scholars who can generate, disseminate and apply knowledge that helps to maintain and enhance health. The above mentioned programs are integrated through a series of core courses dealing with general topics relating to health and wellbeing. Responsibilities of the position include teaching in one or more of the following areas: general introductory survey course in exercise physiology - upper level undergraduate and graduate courses in one or more of the following areas: cardiovascular physiology; biomechanics as it relates to exercise and wellbeing; epidemiology as it relates to exercise and wellbeing; behavioral aspects of physical activity. School core courses: Personal Health; Introduction to Health Promotion and Health Professions. The position requires evidence of a commitment to teaching excellence and the potential to extend an independent research program. An ability to link teaching and research with the broader perspective of health promotion is essential. The successful candidate will be an asset. Applicants together with a curriculum vitae, the names of three referees, a brief description of previous teaching experiences, and a short explanation of how your area of research fits with the mission of the School should be sent to: Dr. T.L. Maloney, Director, School of Health and Human Performance, Dalhousie University, Halifax, Nova Scotia, Canada B3H 3J6. Email: [Laverne.Maloney@dal.ca](mailto:Laverne.Maloney@dal.ca); Telephone: (902) 494-3822; Fax: (902) 494-5112. Application deadline: February 16, 1998. In accordance with Canadian Immigration requirements and subject to budgetary approval, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Inclusive Action Employer. The University encourages applications from qualified women, Aboriginal people, visible minorities and persons with disabilities.

**YORK UNIVERSITY** - Faculty of Arts, Kinesiology and Health Science. Applications are invited for a tenure-track appointment at the Assistant Professor level in Biomechanics/Rehabilitation. The department wishes to develop a graduate stream in biomechanics to complement current graduate and undergraduate offerings in exercise physiology, health psychology, kinesiology and sport therapy. The applicant's area of interest should encompass or involve the following: clinical ergonomics/adaptive functional anatomy/sport therapy. Duties will include the supervision and teaching of graduate students and undergraduate students. A PhD is required and priority will be given to a promising publication record in refereed journals and the ability to develop a graduate research program supported by external funding. Applicants should send a curriculum vitae, a covering letter stating future research plans, relevant reports, and the names, addresses and telephone numbers of at least three individuals who may be contacted by 31st January, 1998. Dr. Roger Kelso, Chair, School of Kinesiology, York University, North York, Ontario M3J 1P3. Duties commencing July 1, 1998. The position is subject to budgetary approval. Further information can be obtained at [www.yorku.ca/kinesiology](http://www.yorku.ca/kinesiology). York University is an equal opportunity employer. York University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. York University is an Employment Equity/Inclusive Action Employer. The University encourages applications from qualified women, Aboriginal people, visible minorities and persons with disabilities.

**YORK UNIVERSITY** - Division of Social Science, Latin American and Caribbean Studies. The Assistant Professor, Division of Social Science, invites applications for a tenure-track appointment at the rank of Assistant Professor in the field of Latin American Studies, commencing July 1, 1998. The appointment is subject to budgetary approval. A PhD or equivalent, and a demonstrated experience in interdisciplinary teaching are required. Candidates at the Assistant Professor level are expected to demonstrate the promise of research in research and scholarship. The successful candidate will be expected to play an active role in the development of the Latin American and Caribbean Studies program, and to take a leading role in developing academic and extra-curricular activities in the program and throughout the university. A strong record of field work in Latin America is required. The Latin American and Caribbean Studies program is an interdisciplinary program offering honors undergraduate degrees in conjunction with several departments in the Faculty of Arts and the Faculty of Environmental Studies. Teaching duties will include the program's interdisciplinary core course on Latin America and an advanced course for majors in the candidate's area of specialization. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is an equal opportunity employer. York University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. York University is an Employment Equity/Inclusive Action Employer. The University encourages applications from qualified women, Aboriginal people, visible minorities and persons with disabilities.

**MCMASTER UNIVERSITY** - Exercise - Health Psychologist. The Department of Kinesiology of McMaster University is inviting applications for a tenure-track appointment at the level of Assistant Professor in the area of Exercise - Health Psychology, preferably with an interest in rehabilitation. The successful candidate will have a strong background in print journalism with recent print experience. Cross-over experience in broadcast journalism would be an asset, as well as an interest in ethics would be an advantage. Applicants should have a completed M.A. or Ph.D. in Journalism or a related field. The successful candidate will be responsible for teaching a variety of courses in the field, including a complementary teaching field such as women's/gender history or the history of science and medicine, or a secondary teaching field in a particular region or country. Located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and an enrollment of over 5,000 students. New faculty are eligible to apply for a start-up grant for research and may also receive other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an

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ty and encourages applications from all qualified candidates, including Aboriginal peoples, persons with disabilities, members of visible minorities and women.

## LATIN AMERICAN & CARIBBEAN STUDIES

**YORK UNIVERSITY** - Division of Social Science, Latin American and Caribbean Studies. The Assistant Professor, Division of Social Science, invites applications for a tenure-track appointment at the rank of Assistant Professor in the field of Latin American Studies, commencing July 1, 1998. The appointment is subject to budgetary approval. A PhD or equivalent, and a demonstrated experience in interdisciplinary teaching are required. Candidates at the Assistant Professor level are expected to demonstrate the promise of research in research and scholarship. The successful candidate will be expected to play an active role in the development of the Latin American and Caribbean Studies program, and to take a leading role in developing academic and extra-curricular activities in the program and throughout the university. A strong record of field work in Latin America is required. The Latin American and Caribbean Studies program is an interdisciplinary program offering honors undergraduate degrees in conjunction with several departments in the Faculty of Arts and the Faculty of Environmental Studies. Teaching duties will include the program's interdisciplinary core course on Latin America and an advanced course for majors in the candidate's area of specialization. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is an equal opportunity employer. York University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. York University is an Employment Equity/Inclusive Action Employer. The University encourages applications from qualified women, Aboriginal people, visible minorities and persons with disabilities.

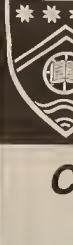
## LAW

**UNIVERSITY OF SASKATCHEWAN** - The College of Law at the University of Saskatchewan invites applications for term positions and a possible tenure track position commencing July 1, 1998. The appointments will be made at the Assistant Professor level. Preferred subject areas include property, including intellectual property, corporate/commercial law, legal theory, international law, and human rights. Applications from persons with outstanding academic achievements in their field are also welcome. Research and teaching at the LL.B. level will be required. Candidates must have completed the Master of Law degree and have demonstrated proficiency and promise in legal research. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the Dean, College of Law, University of Saskatchewan, 15 Campus Drive, Saskatoon, Saskatchewan S7N 5A6. The closing date for applications is Friday, January 23, 1998. The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

## LIBRARY

**TRENT UNIVERSITY** invites applications for the position of Systems Librarian to commence May 1, 1998. This is a tenure track position subject to budgetary approval. Reporting to the University Librarian, the Systems Librarian directs the Systems department and oversees the Library's technical and telecommunications services, to provide technological support and direction for Library service. Operating in a consultative, collegial environment, the Systems Librarian will play a leading role in developing technology plans for the Library and the University. She will engage in regional and national cooperative ventures, establish a selection process for Trent's next-generation library system, plan and direct its implementation, and ensure that colleagues are trained and supported in the new environment. Applicants must have an MSL from an ALA accredited institution, or equivalent and at least five years experience managing integrated library systems. Additional library experience is most desirable. This position requires strong technical abilities, organizational and planning ability, and a wide knowledge of information technology. Experience with system selection, implementation, and maintenance is desirable. Knowledge of VMS, UNIX, Novell networking, Windows NT, and DB2 systems, particularly valuable. Trent University is a small liberal education institution with approximately 4,000 full-time and 1,400 part-time students. It makes a goal of inter-collegiate learning, and the use of technology in support of study, teaching and research. Trent University is an employment equity employer, and especially invites applications from women, Aboriginal peoples, visible minorities and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Librarians are included within the Trent University Faculty Association (Salary range \$36,686 - \$66,140). Letters of application, accompanied by a curriculum vitae, and the names of three referees, should be sent to: Dr. Peter Embury, Director, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5S6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Closing date for applications is March 1, 1998 or until the position is filled.

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND** invites applications for a permanent, tenure-track position in the University Library. Head, Acquisitions/Cataloguing Division, Queen Elizabeth II Library. Description Reporting to the Associate University Librarian, the Head of Acquisitions/Cataloguing provides leadership in bibliographic control matters throughout the main library and across a number of branch libraries. Along with other division heads, he/she also man-



# OKANAGAN UNIVERSITY COLLEGE

## COLLEGE PROFESSORS

### Bachelor of Education (Elementary)

### Kelowna Centre

Okanagan University College is a comprehensive University College offering a range of undergraduate degree, diploma, vocational, developmental, career, health and technical programs. Following seven years of partnership with the University of British Columbia and the University of Victoria, OUC began to offer degree programs as an independent degree granting institution commencing in the Fall of 1998 in Arts and Sciences (various majors), Education, Nursing, Social Work and Fine Arts. OUC operates campuses in Kelowna, Vernon, Salmon Arm and Penticton, with degree completion programs concentrated in Kelowna.

The Bachelor of Education Degree Program in the Faculty of Arts and Education invites applications for the following:

**1. College Professor - Math Education Comp.#87FAC97**  
To teach courses in the area of Curriculum & Instruction: Math; and to provide specialization in Math Education to support future program development in this as well as other areas within the Bachelor of Education Degree Program. Supervision of student teachers may also be required.

**2. College Professor - Education Psychology Comp.#88FAC97**  
To teach courses in the areas of: The Psychology of Classroom Practice; The Atypical Learner; Child Development/The Learning Child; and Evaluation of Student Achievement; and to provide specialization in Educational Psychology to support future program development in this as well as other areas within the Bachelor of Education Degree Program. Supervision of student teachers may also be required.

Required qualifications are a Ph.D. or equivalent in the instructional area, public school teaching experience, a record of scholarly research activity, and a commitment to post-secondary education. A strong record of university-level teaching would be a definite asset.

These are continuing appointments effective August 4, 1998.

Salary and working conditions are governed by the Okanagan University College Faculty Association Collective Agreement. Placement on the salary scale is dependent upon qualifications and experience.

For inquiries of an academic nature, please contact Sharon McCoubrey, Program Chair, at: (250) 470-6036.

Please submit a curriculum vitae (quoting the appropriate competition number) and letters of reference from three referees by January 31, 1998 to: Employee Relations Division, Okanagan University College, 1000 K.L.O. Road, Kelowna, BC, V1Y 4X8.

Okanagan University College wishes to thank all applicants for their interest. Only those applicants selected for further consideration will be contacted.



reports in library-wide planning and budgeting exercises. Working cooperatively with the division staff and others as appropriate, the head is responsible for setting goals, supervising staff, establishing priorities and work flow, leading reviews of the division's policies and procedures, and overseeing the daily operation of all categories of work requiring attention. He also has authority to request further development of the library's automated systems and the continued improvement of bibliographic operations in the library by participating in systems-related planning and implementation. There may also be an opportunity to participate in collection development and to coordinate the work of the division with the work flows of Acquisitions and Cataloguing into one division, consisting of six librarians, including the head and 21 library assistants. The division acquires, organizes, and provides access to the library's resources and has an established track record of contributing to the library's mission. The University of Queensland is a member of the Unesco list of the World's Great Library.



**University of Alberta  
Edmonton**

The University of Alberta is committed to the principle of equity in employment. As an employer, we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

system serves the 900 faculty and 16,000 students of Memorial University, the largest university in the Atlantic Provinces. It is located in a community which offers a vibrant cultural scene, ready access to outdoor activities, excellent schools and very affordable housing. The successful candidate will have a BA, an accredited graduate programme at least five years of recent academic library cataloguing experience in an online environment; experience in a managerial or supervisory role; superior organizational and analytical skills; the ability to innovate in an automated environment; and the ability to identify and exploit new technology as a competitive advantage. The successful candidate will demonstrate a good understanding of current developments, issues and trends in cataloguing in an integrated system and, preferably, some familiarity with acquisitions in such a system. He/she will also have excellent communication, leadership and team work skills. The successful candidate will have a solid understanding of, and accord a high priority to, cataloguing standards, authority control and the maintenance of high quality

Rank and salary will be based on qualifications and experience. The floor salaries for Librarians III and IV are \$37,736 and \$45,368, respectively. The maximum salary is \$55,000. The package includes a salary of \$2500, benefits including a moving allowance, standard pension and health plan, a minimum 25 vacation days per year, and eligibility for sabbatical and professional development leave. Procedure: The appointment is available January 5, 1998. Processing of applications will begin upon receipt of applications. Interested individuals should send a resume and names of three references to: Richard H. Ellis, University Librarian, Memorial University, St. John's, Newfoundland, Canada A1B 3Y1; Tel: (709) 737-7428; Fax: (709) 737-2153; Netbells@mun.ca; or mun.ca. Memorial University is an equal opportunity employer. In compliance with equity in accordance with Canadian immigration requirements, this advertisement is directed toward Canadian citizens and permanent residents of Canada.

**YORK UNIVERSITY** — Faculty of Arts, Department of Languages, Literatures and Linguistics. Applications are invited for a tenured/adjunct position in the Department of Languages, Literatures and Linguistics. The successful candidate is expected to teach and supervise graduate students and demonstrate teaching ability. Candidates' primary area of specialization will be in the area of Canadian literature and culture. The program at York offers a broad range of theoretical and methodological approaches. The successful candidate will have a variety of interests and theoretical approaches to the study of language and literature. The successful candidate will have the ability to teach phonology at the undergraduate and graduate levels, have competence to teach the history of the English language, and be able to teach the history of the English language, first language acquisition, second language acquisition, and discourse analysis. The appointment commences in July 1, 1998, subject to budgetary approval. Applicants should send a curriculum vitae, a list of references, and a letter of recommendation sent to: Prof. Barry Miller, Acting Chair, Department of Languages, Literatures and Linguistics, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3. The closing date for applications is January 31, 1998. Inquiries should be directed to the Chair. Successful candidates should be prepared to submit a sample of their teaching and research. For so do, as well as samples of scholarly work. York University is implementing a policy of employment equity, including affirmative action for women and minorities. York University is an equal opportunity employer. Inquiries regarding immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**THE UNIVERSITY OF CALGARY, Faculty of Management** is seeking qualified candidates with a PhD, or nearly completed doctorate, to fill positions in marketing, management information systems, finance, and policy and environment (strategy) without any stated preference for specialization. The successful candidates would be expected to teach at both graduate and undergraduate levels. Subject to budget approval, tenure-track or visiting positions are available. The starting date will be determined by mutual agreement. The Faculty of Management, an AACSB-accredited institution, offers programs at the undergraduate, masters and doctoral levels in building in Scurfield Hall a modern four-story atrium building with state-of-the-art facilities. Excellence in both research and teaching is

**DUNCORDE UNIVERSITY** — Faculty of Commerce and Administration, Department of Marketing, invites applications for full-time/tenure track positions at the Assistant Professor level. The AACSB accredited Faculty of Commerce and Administration offers B. Comm., MBA, EMBA, AMBA, MSc, and PhD degrees. Candidates should have PhD or be near completion in the areas of International Business/International Marketing or Sales/Marketing/Promotion. Outstanding candidates in other areas of Marketing who apply will also be considered. Effective teaching and strong research commitment is essential. Applicants should indicate their primary and secondary teaching interests. Please apply in writing by Jan

July 15, 1998 at the latest, to Dr. Z. Gidycz, Chair, Department of Marketing, Faculty of Commerce and Administration, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada, H3G 1M5. Tel: (514) 348-4554 or e-mail: cynliva@aix.concordia.ca. Application should include a CV, transcripts and names of three referees. These positions are subject to budgetary approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

**UNIVERSITY OF CALGARY – Marketing Position**  
The Faculty of Management at the University of Calgary is seeking a highly motivated individual with a PhD, or nearly completed doctorate, to fill a position in the marketing area, without an administrative or teaching responsibilities. The successful applicant will be responsible for the development and approval of a tenure-track or visiting position program. The start date of the position is flexible and available. The starting date will be determined by mutual agreement. Candidates should demonstrate a strong research background in the area of marketing research and testing and ideally will have business experience. The successful candidate will have a minimum of 10 years of experience at the postgraduate levels, and in other core courses in marketing as well as electives of his/her choice. The Faculty of Management is an AACSB accredited institution with a strong reputation in the areas of commerce, MBA and PhD levels. It is located in the heart of downtown Calgary, in the heart of the Sunbelt area, a modern four-story urban building with a large parking lot. The University of Calgary is a research and teaching oriented institution with a strong research and teaching is expected of faculty and is reflected in the teaching loads and research output provided. The University of Calgary is a multicultural university with a diverse student body. The Faculty of Management is a minutes from downtown Calgary. The city of 1,000,000 is situated in the foothills of the Rocky Mountains. The University of Calgary is a city of 100,000 and third largest head-office city. Calgary offers excellent recreational opportunities including theatre, museums, hiking, ice skating, and skiing. The University of Calgary is a Canadian university with Canadian citizenship requirements, primary residence in Canada and Canadian citizenship or permanent residence in Canada. The University of Calgary is a member of the Association of Universities and Colleges of Canada (AUCC) and is committed to Employment Equity. Interested individuals are asked to submit their CV by January 15, 1995 to Dr. Stan Palovich, Professor, Marketing Department, University of Calgary, 2500 University Drive NW, St. James' Campus, Alberta, Canada, T2N 1N4.

**UNIVERSITY OF BRITISH COLUMBIA** — The **Mathematics Department** at the University of British Columbia expects to have a number of post-doctoral fellowships, seasonal lectureships and visiting faculty positions for the year starting September 1, 1998. We are currently accepting applications. We also expect a position of summer session teaching positions during the months of May through August, 1998. A PhD or equivalent in Mathematics, teaching experience and evidence of research are required. Since some positions will be partially supported by research grants, these positions will be filled by persons having research interests relating to the grant holders. The salary will be commensurate with experience and qualifications. Applications, including CV and name references, should be sent to: The Head, Department of Mathematics, University of British Columbia, 1984 Main Mall, Vancouver, BC V6T 1Z2, Canada. Applications received after February 2, 1998 will be considered only if vacancies remain to be filled in accordance with Canadian immigration requirements, those of the province of British Columbia and the post-secondary employment of Quebec. UBC is an equal opportunity employer.

the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

THE UNIVERSITY OF LETHBRIDGE—Faculty of Arts and Science. Department of Mathematics. Assistant Professor, probationary (tenure 1995) beginning July 1, 1998, subject to budgetary approval. The successful candidate will be required to teach a variety of undergraduate courses in Mathematics and Statistics, to develop a continuing research program in the area of general operations of the department. Located in southern Alberta, within sight of the Rocky Mountains, the University of Lethbridge is an institution which is surprisingly mild for the prairies, excellent cultural and recreational amenities, and a pleasant climate. The University of Lethbridge is an international university focuses on excellence in undergraduate programs and has an enrollment of over 5,000 students. New Faculty is eligible to apply for a variety of awards and grants. We would like to apply to other university funding sources in support of research and attendance at conferences. For consideration, please send your curriculum vitae, advertisement is directed to Canadian citizens and permanent residents of Canada. The University applies to hire individuals who have a Ph.D. in Mathematics or a related field, research, and scholarship. The University is an equal opportunity employer and offers a non-discriminatory environment. Salary: \$35,000 per annum. Assistant Professor is \$35,000 per annum. Applications, including a current curriculum vitae, a brief outline of research interests, and a list of references, should be sent to: Dr. S. C. Chao, Chair, Department of Mathematics and Computer Science, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 292-2470, E-mail: tchao@uleth.ca. The closing date is April 15, 1998.

**UNIVERSITY OF WATERLOO** – The Department of Combinatorics and Optimization at the University of Waterloo and St. Jerome's University is seeking applications for a full-time faculty position at the rank of Assistant Professor in the area of cryptology. A PhD and proven ability, at the client's preference, for excellence in teaching are essential. The successful candidate will include the supervision of graduate students, as well as teaching at the undergraduate level. The position is located in Waterloo, Ontario, Canada, and is a full-time position. The Department of Combinatorics and Optimization and St. Jerome's University is Federated with the University of Waterloo. The University of Waterloo is a leading international research and training centre in cryptology, featuring two recently appointed NSERC Canada Research Chairs in Cryptology and the candidate's qualifications. Effective date of appointment: July 1, 1998. These appointments are subject to the availability of funds, in accordance with the University's financial policies. This advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including those with non-transferable immigration status. The University is an equal opportunity employer, valuing the contributions of all people, and persons with disabilities. Interested individuals should send their curriculum vitae, including a list of references, to the Department of Combinatorics and Optimization, University of Waterloo, 200 University Ave. Waterloo, Ontario, Canada N2L 2G1. Closing date for receipt of applications is January 31, 1998. <http://www.uwaterloo.ca/~combinatorics>. <http://www.uwaterloo.ca/~combinatorics>

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LAKEHEAD UNIVERSITY

## DEAN OF EDUCATION

Lakehead University is seeking applications and nominations for the position of Dean of the Faculty of Education. Located at the head of the Great Lakes, Lakehead University offers a variety of programs to approximately 6000 full-time students throughout the Northwestern Ontario region.

The Faculty of Education has 29 full-time faculty members and offers Preservice, Masters of Education, Inservice, Native Teacher Education, and Native Language Instructors' Programs.

The candidate shall have an earned doctoral degree in Education, professional certification and teaching experience in the school system. He/She shall possess a demonstrated record of excellence in teaching and peer-reviewed research and will be expected to lead the Faculty in long-term planning of academic and research programs.

Reporting to the Vice-President (Academic), the Dean is responsible for planning, management and administration of the Faculty and will serve as its spokesperson both inside and outside the University.

This is a five-year renewable term position beginning January 1, 1998 or by agreement. Applications should be accompanied by a detailed curriculum vitae and the names and addresses of at least three referees. Letters of nomination should include biographical details of the person nominated. Applications and nominations should be submitted by **March 6, 1998** to:

**Dr. Jim Gellert**  
Acting Vice-President (Academic)  
Lakehead University  
955 Oliver Road  
Thunder Bay, ON P7B 5E1

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

...it makes sense.



549

[www.ucalgary.ca](http://www.ucalgary.ca)



## CLASSIFIEDS

ment. Graduation in one of the specialty areas, general dentistry, dental hygiene and/or health care management will be an asset to the candidate. The position carries with it an opportunity for advancement. The University of Alberta Service delivery is expected as part of the position, but an enhanced private practice opportunity will be available. The successful candidate will be at a level commensurate with the education, training and experience. In accordance with the University of Alberta's merit system, permanent residents directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents are not available, the University will consider interested parties. Individuals will be sent their applications and names of references to: Dr. G. R. Macdonald, Director, 3605 Dentistry/Pharmacy Centre, University of Alberta, Edmonton, Alberta T6G 2B6. The position will close on January 10, 1998 with selection of the successful candidate to be made shortly thereafter. The University of Alberta encourages applications as soon as possible thereafter. The University of Alberta is committed to the principle of equal employment and is an equal opportunity employer. All persons are encouraged to apply. Applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and persons of various ethnic backgrounds are encouraged.

## PATHOBIOLOGY

**UNIVERSITY OF GUELPH** — The Department of Pathobiology, Ontario Veterinary College, University of Guelph, announces the availability of a tenure-track faculty position in veterinary clinical pathology commencing in the spring or summer of 1998. The successful candidate will

## PHARMACOLOGY

have a degree in veterinary medicine from an accredited school and PhD or equivalent advanced education in clinical pathology. Candidates must be board eligible or certified by the ACVP. There will include teaching clinical pathology to residents and students, and supervising the work of an active extramurally funded research program. The Department has established research programs in clinical pathology in the provincial, federal, and industrial sources and has an excellent infrastructure to support animal research. The position offers excellent salary and capacity for the University's diagnostic. Librarianship is responsible and commensurate with qualifications. Salary range \$30,000-\$40,000. For consideration, please send a complete curriculum vitae and references to: Dr. J. A. P. Stewart, Department of Pathology, University of Guelph, Guelph, Ont. N1G 2W1. The University program that includes special measures to ensure diversity among its faculty and staff. We therefore particularly encourage applications from persons of aboriginal Canadian, persons with disabilities, members of visible minorities and women. In accordance with this advertisement directed to Canadian citizens and permanent residents of Canada. This appointment is on a full-time basis.

**DALHOUSIE UNIVERSITY** — Department of Pharmacology, Assistant Professor, Molecular Biology-Pharmacology, Research Scholar. The Department of Pharmacology is seeking individuals to sponsor for Canadian Scholarship

## University of Ottawa • Faculty of Education

The Faculty of Education at the University of Ottawa invites applications for a tenure track position at the assistant professor or associate professor level in

**Educational Counselling.**

**Qualifications:**

- 1 Doctorate in Education with focus in Counselling Psychology
- 2 Active research file in the guidance / counselling domain
- 3 Member of a professional association related to guidance / counselling
- 4 Experience in educational guidance / counselling and/or career guidance / counselling
- 5 Passive knowledge of French or willingness to acquire it before tenure

### Responsibilities:

1. Teaching counselling, primarily at the graduate level with possible assignments at the undergraduate level
2. Research in the guidance / counselling domain
3. Supervision of practica
4. Participation in University activities

**Rank and salary:**

Commensurate with qualifications and experience in keeping with the negotiated Collective Agreement

## Date of Appointment: July 1st, 1998

In keeping with Canadian immigration regulations, this position is offered to citizens and permanent residents of Canada. Equity is a University policy. This position is subject to budgetary approval. Only those who are invited for interviews will receive a confirmation letter.

Candidates should have a PhD or M.D. with 2-5 years of postdoctoral experience in pharmacology and/or physiology. We are particularly interested in applicants with experience in molecular pharmacology and the applications of systems analysis to drug action. Research interests include: neuropharmacology, immunopharmacology, toxicology. The Department has strengths in neuroscience, cardiovascular pharmacology and cancer research. We submit a number of graduate fellowships and student scholarship and research grant applications by 15 September, 1987 with a potential salary of \$10,000 per year plus tuition and travel. Applications will be accepted at the level of Assistant Professor (tenure I/II). Please send a curriculum vitae, a statement of research interests, and references to the following address: Dr. H.A. Robertson, Head, Department of Pharmacology, Faculty of Medicine, University of Alberta, Edmonton, Canada T6G 2G4. Tel.: 443-4157; Fax: 502-494-1388, email Harold.Robertson@ualberta.ca. Information about the Department can be found at <http://www.med.ualberta.ca/~pharm>. For more information contact the MRC Scholarship program as can be found at <http://www.mrc.gc.ca/>. The deadline for consideration of applications is January 1988. In accordance with Canadian Government policy, this advertisement is open to all qualified persons regardless of race, sex, age, marital status, immigration status, etc. Dalhousie University is an Employer/Employee Affirmative Action Agency. Visible minorities include Blacks, Chinese, Indians, Filipinos, Koreans, Japanese, Aboriginal Peoples, Racially Visible People.

**UNIVERSITY OF SASKATCHEWAN** – College of Medicine, Assistant Professor in the Department of Pharmacology. Applications are invited for the position of Associate Professor of Pharmacology. J.D. Sc.D. (Pharmacology) and an M.D. (Pharmacology) are required. The successful candidate will be expected to have an excellent record in research and the ability to establish an active and nationally competitive research program. Research interests in all areas of cardiovascular pharmacology are encouraged. The successful candidate will be expected to be an investigator working in areas of basic and/or clinical cardiovascular pharmacology, neuropharmacology, or pharmacokinetics. The successful candidate will be expected to be an excellent teacher. Applications and Curriculum Vitae should be sent to the Department of Pharmacology, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan, Canada S7N 0W0. Applications must be received by 15 November 1998. Candidates must be available to start by 15 November 1998. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal peoples, persons with disabilities and visible minorities) are encouraged to self-identify on their applications. Applicants are asked to provide a statement of their research interests, a brief statement of their teaching and research interests, recent reports of published work, and a list of references. For consideration, applications must be received by Dr. T.W. Wilson, Head, Department of Pharmacology, College of Medicine, University of Saskatchewan, 107 Wiggins Road, Saskatoon, Saskatchewan, Canada S7N 0W0.

## PHARMACY

**MEMORIAL UNIVERSITY OF NEWFOUNDLAND**  
— School of Pharmacy, Assistant Professor.  
Applications are invited for a tenure-track appointment in Pharmacology. Candidates should possess a PhD in Pharmacology. Post-doctoral experience would be an advantage. The successful individual will conduct scholarly research and teach in undergraduate and graduate programmes. Experience in teaching radiopharmacy would be an asset. In accordance with Canadian immigration requirements, this advertisement is particularly directed towards Canadian citizens, men and women, and permanent residents of Canada. The position is expected to be available in May, 1998. Applicants should submit a letter of interest, curriculum vitae, and the names and addresses of three references by January 31, 1998, to: Dr. Christopher Loomis, School of Pharmacy, Memorial University of Newfoundland, St. John's, Nfld. A1B 3X9, Canada.

foundland, A1B 3V6, Canada; Telephone: (709) 737-6571; Fax: (709) 737-7044; Memorial University is committed to Employment Equity.

## PHILOSOPHY

**UNIVERSITY OF VICTORIA** The Department of Philosophy at the University of Victoria invites applications for a tenure-track position in theoretical ethics and social and political philosophy. The position is for a full-time position, to begin July 1, 1998. Preference will be given to applicants with a Ph.D. in philosophy or related field. The University of Victoria research programme. The University of Victoria is committed to an employment equity program and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples. Inquiries should be directed to the Chair of the Department, women are especially encouraged to apply. In accordance with Canadian Immigration Requirements, this advertisement is specifically directed to Canadian citizens and permanent residents. Others are encouraged to apply if they are currently in Canada on a valid temporary Canadian citizen or permanent resident status. Applications and *c.v.* should be sent to: The Chair, Department of Philosophy, University of Victoria, Box 1800 STN. CSC, Victoria, B.C. V8W 2Y4. Applications should be received by the University no later than 5:00 p.m. on March 31, 1998. Send directly to the Chair. Submission deadline, inclusive of letters of reference, is March 31, 1998. The University of Victoria is an equal opportunity institution.

**THE UNIVERSITY OF LETHBRIDGE**—Faculty of

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## PHYSICAL EDUCATION

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**BRANDON UNIVERSITY** — The Department of Philosophy at Brandon University invites applications for a tenure-track position at the rank of Lecturer or Assistant Professor to commence in September 1, 1998. Applicants should have a PhD in Philosophy and should have expertise in at least one of the following areas: Ancient Philosophy, Medieval Philosophy, Modern Philosophy, Environmental Ethics and Business Ethics. Preference will be given to candidates who can provide evidence of excellence in teaching. This position is subject to funding. Salary range for Lecturers is \$33,397-\$43,937; for Assistant Professors it is \$33,298-\$58,356. The application deadline is March 31, 1998, or until position is filled. In accordance with Canadian Immigration Regulations this and all other positions are directed primarily to Canadian citizens and permanent residents. Both sexes are equally encouraged to apply. Applicants should send their curriculum vitae and arrange for the forwarding of their official transcripts and three letters of reference to Dr. Robert E. Florida, The Faculty of Arts, Brandon University, Brandon, MB, Canada S7N 3A5.


University of Arts, Brandon University, Brandon, Manitoba, Canada, R7R 6A3.

**Ph.D. Program**—The Department of Philosophy is subject to budgetary approval. The Department of Philosophy at Carleton University invites applications for a tenure-track position in the area of the history of philosophy. We are seeking a Ph.D. holder with a minimum of 5 years' teaching experience and publications are preferred. The successful candidate will be responsible for teaching and supervising students in the area of philosophy and the history of philosophy. (2) In logic, philosophy of language, epistemology, or metaphysics. The successful candidate will also be responsible for the course. The candidate must have a strong research commitment. Applicants should be qualified to participate in undergraduate graduate supervision. The successful candidate will be expected to be able to teach at the introductory level as well as at the graduate level. Applications, including a curriculum vitae, should be sent to the Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. The deadline for applications is January 15, 1998. For more information, contact Professor John Leyden, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. The successful candidate will be expected to teach and supervise students. The successful candidate will be expected to be able to teach at the introductory level as well as at the graduate level. Applications, including a curriculum vitae, should be sent to the Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. The deadline for applications is January 15, 1998. For more information, contact Professor John Leyden, Chair, Department of Philosophy, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6.

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Applicants should forward their application curriculum vitae and the names, addresses and phone numbers of three individuals who would serve as references before January 30th, 1998 to:

**Johanne S. Bourdages, Vice-Dean (Programs),  
Faculty of Education,  
University of Ottawa,  
145 Jean-Jacques Lussier Street,  
Ottawa, Ontario K1N 6N5**



Department of Botany University of Toronto

**Faculty Position  
Plant Population Geneticist**

The Department of Botany, University of Toronto invites applications for a tenure track position at the Assistant Professor level effective July 1, 1998. We seek a plant geneticist with research interests in population and evolutionary genetics. We are particularly interested in applicants using molecular and theoretical approaches to the study of evolutionary processes and with interest in teaching genetics and evolution.

The successful candidate will be expected to develop a vigorous, externally funded research program, train graduate students and teach at both the graduate and undergraduate levels. A PhD and postdoctoral experience is expected. Applicants should submit a curriculum vitae, copies of up to five recent publications, statements of research and teaching interests, and arrange for three letters of recommendation to be forwarded to Professor Spencer Barrett, Chair of Population Genetics Search Committee, Department of Botany, University of Toronto, 25 Wilcocks Street, Toronto, Ontario, Canada M5S 3B2, before January 16, 1998.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages application from qualified women or men, members of visible minorities, aboriginal peoples and persons with disabilities.

**Vice-President (Academic) & Provost**  
**Trent University**

Trent University invites nominations and applications for the position of Vice-President (Academic) and Provost, effective July 1, 1998.

Located in Peterborough, Ontario, Trent specializes in high-quality liberal arts and graduate education with an emphasis on the individual student. The University has a growing research program and a vigorous research program. Since its founding in 1964, Trent has grown to be one of Canada's outstanding small universities and currently has an enrolment of 5000 undergraduate and 200 graduate students, with 100 full-time faculty and 380 staff. The operating budget is \$37 million.

President (Academic) and Provost has responsibility for the University's academic and for academic planning, including appointments and professional development, the academic functions of the colleges, the library, student recruitment, and enrolment management. The President is the primary liaison with partners; programs; these currently include Queen's University, York University, Sir Sandford Fleming College, and the Ontario Ministry of Resources. As Provost, the Incumbent will continue to deputize for the President.

Janet Wright &amp; Associates Inc.

Directly reporting to the Vice-President (Academic) are: the Dean of Arts and Science, the Dean of Research and Graduate Studies, the University Librarian, the Registrar & Associate Vice-President (Student Affairs), the Director of Computing and Telecommunications Services, the Director of the Trent International Program, and the Heads of Colleges. The Vice-President (Academic) and Provost normally carries a one-course teaching load.

Nominations and applications, including the qualifications and accomplishments on the basis of which the individual merits consideration for this position, should be submitted in confidence to the address shown below.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Trent University is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified applicants including women, members of racial minorities, aboriginal people, and persons with disabilities.

**Janet Wright & Associates Inc.**  
21 Bedford Road, Suite 100  
Toronto, Ontario M5R 2I9 Fax: (416) 923-8311





# ANNONCES CLASSEES

Information, please contact: Dr. Elizabeth Reid, Coordinator, Physical Education, The University of Manitoba, Winnipeg, Manitoba R3T 2N2, Tel: (204) 474-6461, Fax: (204) 474-7334, E-mail: elizabeth.reid@umanitoba.ca

## PHYSICAL THERAPY

**UNIVERSITY OF ALBERTA** - Department of Physical Therapy. Applications are invited for two full-time tenure track positions in the Department of Physical Therapy, The University of Alberta. The Department is located in research facilities within the Faculty of Rehabilitation Medicine and offers two degrees: an entry-level BSc degree in Physical Therapy, and a Master's degree in Physical Therapy. The Department also participates fully in an interdisciplinary PhD degree program in Rehabilitation Science. Qualified candidates should hold a doctoral degree and have a proven record of scholarly activity in teaching and research. Candidates should have a well-defined research agenda. Areas of particular interest include: clinical research in adult neurological disorders, therapeutic exercise, and epidemiological industrial physical therapy. Our faculty teach in both the entry-level and graduate programs in the Department. We have extensive research facilities in the Department have active research affiliations with the Perinatal Research Centre, the Gerontology Centre, the Risk Factors Centre (studies of spinal cord injury related effects), the Division of Neurological, the Glen Sather Sports Medicine Clinic, and the Health Care Quality Outcomes Research Centre. Within the Faculty of Rehabilitation Medicine, the Centre for the Study of Clinical Education conducts research and teaching workshops related to clinical supervision, and the Rehabilitation Research Centre is a focal point for multi-disciplinary research. Close working relationships exist with the Glenrose Rehabilitation Hospital and other community-based programs in physical therapy. This provides a dynamic, rich environment for physical therapy education, research and clinical expertise. The Department is also actively engaged in international education, service and research programs. Rank and salary will be commensurate with qualifications at the Assistant Professor (\$34,000 to \$55,882 p.a.) or Associate Professor level (\$49,052 to \$74,244 p.a.). Positions are available July 1, 1998. Closing date for applications is January 15, 1998. However, applications will be accepted until positions are filled. Send curriculum vitae and names of three references to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 10000-16th Avenue, Edmonton, Alberta T6C 2G4, Phone: (403) 492-5991; Fax: (403) 492-1626. The University is an equal opportunity employer. We are committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal people, persons with disabilities, and members of visible minorities.

## PHYSICS

**UNIVERSITY OF TORONTO** - Tenure track Faculty Position in Experimental Condensed Matter. The Department of Physics will make a tenure track appointment to the rank of Assistant Professor with an expected starting date of July 1, 1998. This appointment will be in the area of experimental condensed matter physics, and is one of three appointments being made in the Department of Physics. We seek candidates with a PhD in Physics, with proven or potential excellence in both research and teaching. Preference will be given to a candidate who will undertake a program in advanced materials, and who will strengthen and complement the Department's existing research programs in strongly interacting electron systems. However, we invite outstanding candidates working in other areas of experimental condensed matter physics to apply. We encourage candidates to visit our home page at <http://www.phys.utoronto.ca>. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae, a statement of research interests and three letters of reference, should be sent to: Professor Pekka K. Smeets, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada M5S 1A7. The deadline for the receipt of applications and letters of recommendation is January 31, 1998. In accordance with Canadian immigration requirements, this advertisement is directed to both Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

**THE UNIVERSITY OF LETHBRIDGE** - Faculty of Arts and Science, Department of Physics. Assistant Professor, ten-month term beginning August 1, 1998 (appointment may be up to three years term) subject to budgetary approval. A PhD in Physics is required. The University offers research interests include Molecular Spectroscopy, Infrared Astronomy, NMR Spectroscopy, Field Theories and Nonlinear Dynamics. Opportunities for collaborative research exist. The Department offers courses in Physics, Biophysics, Astronomy and Engineering. The successful candidate will teach laboratory and lecture sections of undergraduate courses located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is temperate mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrolment of over 5,000 students. New Faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$39,000 per annum. In case of collaboration, the salary may be supplemented from research funds of Departmental researchers. Applicants should submit a curriculum vitae, transcripts, statement of teaching and research interests and three letters of reference should be sent to: Professor M. Ali, Chair, Department of Physics, The University of Lethbridge, 4401 University Ave., Lethbridge, Alberta, T1K 3M4, Tel: (403) 329-2536, Fax: (403) 329-2557, E-mail: [leth@lethbridge.ca](mailto:leth@lethbridge.ca). The closing date for applications is February 15, 1998.

**UNIVERSITY OF TORONTO** - The Department of Physics plans to make a tenure track appointment in High Energy Physics at the rank of Assistant

Professor, subject to budgetary approval, with a starting date of July 1, 1998. We seek candidates with a PhD in Physics, proven or potential excellence in both research and teaching, whose research interests are in theoretical and/or experimental Physics. Salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae and three letters of reference should be sent to: Professor M. Ali, Chair, Department of Physics, The University of Toronto, 60 St. George Street, Toronto, Ontario M5S 1A7, Canada. The deadline for the receipt of applications and letters of recommendation is December 31, 1997. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Toronto is committed to employment equity and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

## PHYSICS & ASTRONOMY

**THE UNIVERSITY OF BRITISH COLUMBIA** - The Department of Physics and Astronomy wishes to expand its involvement in the fields of biophysics and medical physics and invites applications for a tenure track position. The current Professor level in either field, commencing July 1, 1998. Exceptional candidates in either field will also be considered. Candidates should have a PhD degree or equivalent, some postdoctoral experience, an outstanding research record and a proven ability for teaching at the undergraduate and graduate level. The appointment is subject to final budgetary approval. The University of British Columbia has the benefit of tenure and a commitment to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of British Columbia is an equal opportunity employer. A curriculum vitae and a statement of current research interests and future plans. They should also arrange to have three letters of reference sent directly to: Prof. T. H. Head, Head, Department of Physics, University of British Columbia, 6224 Agricultural Road, Vancouver, B.C. V6T 1Z2. The closing date for applications is January 31, 1998. However, applications will be accepted until positions are filled. Send curriculum vitae and names of three references to: Dr. Albert Cook, Dean, Faculty of Rehabilitation Medicine, 10000-16th Avenue, Edmonton, Alberta T6C 2G4, Phone: (403) 492-5991; Fax: (403) 492-1626. The University is an equal opportunity employer. We are committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal people, persons with disabilities, and members of visible minorities.

## POLITICAL SCIENCE

**WILFRID LAURIER UNIVERSITY** - The Department of Political Science, Wilfrid Laurier University invites applications for a one-year limited-term appointment, subject to budgetary approval, commencing July 1, 1998. Applicants should be prepared to teach at the introductory level in a large class environment. In addition, applicants should indicate the fields or subfields in which they might make additional teaching research contributions to the Department. The Department has both undergraduate and graduate programs. The University is committed to employment equity and encourages applications from all qualified women and men, including racial minorities, people with disabilities, and members of visible minorities. We are committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including aboriginal people, persons with disabilities, and members of visible minorities.

**THE UNIVERSITY OF LETHBRIDGE** - Faculty of Arts and Science, Department of Political Science. Assistant Professor, probationary (tenure-track) beginning July 1, 1998, subject to budgetary approval. A PhD in Political Science is required. The University offers research interests include Molecular Spectroscopy, Infrared Astronomy, NMR Spectroscopy, Field Theories and Nonlinear Dynamics. Opportunities for collaborative research exist. The Department offers courses in Physics, Biophysics, Astronomy and Engineering. The successful candidate will teach laboratory and lecture sections of undergraduate courses located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is temperate mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrolment of over 5,000 students. New Faculty are eligible to apply for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$39,000 per annum. In case of collaboration, the salary may be supplemented from research funds of Departmental researchers. Applicants should submit a curriculum vitae, transcripts, statement of teaching and research interests and three letters of reference should be sent to: Professor M. Ali, Chair, Department of Physics, The University of Lethbridge, 4401 University Ave., Lethbridge, Alberta, T1K 3M4, Tel: (403) 329-2536, Fax: (403) 329-2557, E-mail: [leth@lethbridge.ca](mailto:leth@lethbridge.ca). The closing date for applications is February 15, 1998.

**THE UNIVERSITY OF LETHBRIDGE** - Faculty of Arts and Science, Department of Political Science. Assistant Professor, ten-month term beginning August 1, 1998, subject to budgetary approval. A PhD in Political Science is required. The University offers research interests include Molecular Spectroscopy, Infrared Astronomy, NMR Spectroscopy, Field Theories and Nonlinear Dynamics. Opportunities for collaborative research exist. The Department offers courses in Physics, Biophysics, Astronomy and Engineering. The successful candidate will teach laboratory and lecture sections of undergraduate courses located in southern Alberta, within sight of the Rocky Mountains, Lethbridge offers a sunny, dry climate which is temperate mild for the prairies, excellent cultural and recreational amenities, and attractive economic conditions. Founded in 1967, the University focuses on excellence in undergraduate programs and has an enrolment of over 5,000 students. New Faculty are eligible to apply

for a start-up grant for research and may also apply to other university funding sources in support of research and attendance at conferences. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. The current minimum salary for an Assistant Professor is \$39,000 per annum. In case of collaboration, the salary may be supplemented from research funds of Departmental researchers. Applicants should submit a curriculum vitae, transcripts, statement of teaching and research interests and three letters of reference should be sent to: Professor M. Ali, Chair, Department of Physics, The University of Lethbridge, 4401 University Ave., Lethbridge, Alberta, T1K 3M4, Tel: (403) 329-2536, Fax: (403) 329-2557, E-mail: [leth@lethbridge.ca](mailto:leth@lethbridge.ca). The closing date for applications is February 15, 1998.

**MCMASTER UNIVERSITY** - The Department of Political Science at McMaster University, invites applications for a tenure track position in International Relations of the rank of Assistant Professor, effective July 1, 1998. The position is part of the creation of a new "Institute on Globalization and the Human Condition" which is to be established under the McMaster University Strategic Areas Program. Candidates should have a completed PhD in political science with a record of research in international organizations and the interaction of public policy, international peace and conflict studies, multilateral governance systems, and a commitment to inter-disciplinary teaching and research. The successful candidate will serve as part of a team in developing the new Institute on Globalization and the Human Condition. The appointee will be expected to carry out an active research program leading to peer-reviewed publications to be an effective teacher at the undergraduate and graduate levels, and to participate in the supervision of MPhil and PhD students. McMaster University encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this notice is directed to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae, a statement of research interests and three letters of reference to be sent not later than Friday, January 23, 1998 to: Professor Richard Stubbs, Chair, Department of Political Science, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M4; Phone: (905) 525-5140 Ext. 24420; Fax: (905) 527-3076; E-mail: [stubbsr@mcmaster.ca](mailto:stubbsr@mcmaster.ca).

**THE UNIVERSITY OF REGINA, Department of Political Science** invites applications for two tenure track appointments (subject to budgetary approval) commencing July 1, 1998. Rank to be determined. The successful candidates will have a PhD completed or an equivalent combination of graduate education and other experience, a commitment to scholarship and teaching in a university with a strong record of research and scholarly activity, ability to teach courses in some combination of Canadian Politics, International Politics, Foreign Policy, Canadian Political Economy, Canadian Political Parties, and Canadian Government. Teaching responsibilities will include Introductory Political Science, and advanced courses in the above mentioned fields. The University offers a continuing research program in Political Science. Applicants should submit a curriculum vitae, arrange for the forwarding of three letters of reference, and send a copy of their teaching and research scholarship, and copies of previously taught course outlines and teaching evaluations to: Dr. M. K. Smith, Chair, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2, Fax: (306) 585-5368. Deadline for applications is January 31, 1998. Inquiries concerning these positions may be directed to Prof. G. Spengler, Head, Department of Political Science, at: Ph: (306) 385-4442, or e-mail: [GSpengler@springer.ca](mailto:GSpengler@springer.ca). Further information on the University is available at <http://www.uregina.ca>. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance by Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

## PSYCHOLOGY

**YORK UNIVERSITY** - Faculty of Arts, Department of Psychology. Applications are invited for a tenure track position at the assistant professor level in Cognitive Neuroscience. Of particular interest are candidates with expertise in any area of "higher" cognition (perception, problem-solving, language, etc.). Experience with current neuroimaging techniques (PET, fMRI) and/or with computational or quantitative models of neurocognitive processes would be an asset. Outlets include teaching in both the undergraduate and graduate programs. A PhD in psychology is required for this position. Candidates should have a promising publication record and program of research. Enquiries and applications, with a curriculum vitae, three letters of reference, and relevant reports should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele St., North York, Ont. M3J 1V3. The deadline for applications is January 1, 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. All positions at York University are subject to budgetary approval.

**YORK UNIVERSITY** - Faculty of Arts, Department of Psychology. Applications are invited for a tenure track position at the assistant professor level in Clinical Psychology. Of particular interest are candidates with expertise in the theoretical bases of psychological and behaviour disorders. Outlets include teaching in both the undergraduate and graduate programs. A PhD in psychology is required for this position. Candidates should have a promising publication record and program of research. Enquiries and applications, with a curriculum vitae, three letters of reference, and relevant reports should be directed to: Prof. Sandra W. Pyke, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele St., North York, Ont. M3J 1V3. The deadline for applications is January 1, 1998. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. All positions at York University are subject to budgetary approval.

**CONCORDIA UNIVERSITY** - The Centre for Research in Human Development, invites applications for two post-doctoral fellowships beginning September 1, 1998. Research projects at the Centre focus on a range of topics in social and cognitive development from infancy to adolescence, high risk populations and adult development, and aging. Post-doctoral fellows work with the Centre faculty on a variety of projects according to their research interests and participate in research seminars and all Centre activities. The Centre provides a stimulating research environment with excellent laboratory facilities and equipment. Applicants should have recently completed their doctoral degree, have research experience, plus an interest in pursuing one of our ongoing research programs in human development. Applicants from all areas of child and lifespan development will be considered. Annual stipend will be \$28,000. (Can) plus a research allowance. Applicants for provincial or federal fellowships are also invited to contact GDM about doing their training at the Centre. Please send curriculum vitae and three letters of reference to: Dr. Odette Poulakis, Centre for Research in Human Development, Concordia University, 1414 Sherbrooke Street West, Montreal, Quebec, Canada, H4B 1R6. Applications will be accepted until April 1, 1998. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

**UNIVERSITY OF NEW BRUNSWICK** - Saint John. The Department of Psychology is inviting applications for a tenure-track position at the Assistant Professor level, commencing July 1, 1998. Applicants should have demonstrated expertise in neuropsychology or a related field of human neuroscience or health psychology. An ability to teach courses in basic and applied neuropsychology is essential, as is an enthusiasm for teaching other courses at both the graduate levels (including introductory psychology). A region of research is located immediately adjacent to the campus, and research/teaching ties between the two institutions are currently being formalized. The successful applicant will be expected to pursue an active programme of research, preferably one that will take advantage of the growing relationship. Evidence of research experience or potential should be submitted, as well as a statement explaining how future research projects might draw and benefit a clinical population. A PhD is required, but those in the final stages of a PhD programme may apply. Salary range will be

accepted until April 1, 1998. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

**Queen's University at Kingston**  
**Dean - Faculty of Law**



Queen's University invites nominations and applications for the position of Dean of the Faculty of Law. The appointment is for a renewable five-year term commencing July 1, 1998 and will include a continuing academic appointment. The Dean will be expected to provide strong leadership for faculty, staff and about 460 students enrolled in the LL.B., LL.M., joint degree and exchange programs.

The University is located in the historic city of Kingston, Ontario and has a student enrolment of 13,000 full-time and 4,000 part-time with approximately 1,000 faculty and 2,000 staff. The city and surrounding area offer an abundance of cultural and recreational activities and an exceptional quality of life.

The Dean reports directly to the Vice-Principal (Academic) and has responsibility for the supervision of research and teaching programs as well as the budget and staffing of the Faculty. The Dean works closely with the Law Advisory Council which provides an important contact between the Faculty and legal, business and other communities external to the University.

An outstanding record in legal education and scholarship will provide the basis for dynamic leadership by the successful candidate. Excellent interpersonal and communications skills will form the framework to sustain and advance interactions and encourage innovation within the Faculty. The successful candidate must have (1) demonstrated excellence in teaching, research and administration; (2) a record of achievement in advancing equity initiatives; and (3) the skills to collaborate effectively with the profession and external community.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified women and men, including visible minorities, aboriginal peoples, persons with disabilities, gay men and lesbians.

Written nominations or applications for the position, accompanied in the latter case by a resume of qualification and experience and the names of three referees should be sent not later than January 30, 1998 to: Dr. David H. Turpin, Vice-Principal (Academic), Queen's University, Richardson Hall, Rm. 239, Kingston, ON K7L 3N6 Canada.

## CANADIAN CENTRE ON DISABILITY STUDIES

### Research Chair

Salary Range: \$40,000 - \$44,000 (commensurate with qualifications and experience)

**THE POSITION:** The Royal Bank Research Chair in Disability Studies is a 3-year renewable term position. The successful candidate will be employed by the CCDS and may also be appointed at the University of Manitoba.

### QUALIFICATIONS:

- PhD (or equivalent experience) with a commitment to consumer participation in disability studies.
- personal connection to the disability community would be an asset.
- committed to/experience in study of cross-disability issues within an inter-disciplinary framework
- ability to present research findings to a broad audience including people with disabilities, non-academic and academic communities, government and industry
- demonstrated ability to obtain external research funding and to maintain a program of research leading to publication in refereed journals.
- CCDS is especially interested in candidates who have an understanding of (and) training to conduct both quantitative and qualitative research studies, and a commitment to consumer participation in research.
- ability to communicate in both English and French would be an asset.

### RESPONSIBILITIES:

- be responsible for coordinating the research activities of the CCDS (including serving as a principal investigator as well as acting as a resource and point of contact for other CCDS research.
- be expected to actively pursue research funding;
- have the opportunity to carry on a personal line of research
- not be required to teach, but may have opportunity to negotiate teaching opportunities as part of an appointment at the University of Manitoba.

The CCDS is interested in a broad range of disability related research issues including employment, gender, economics, policy, international issues and aboriginal people.

**APPLICATION PROCESS:** Applications, including a description of research and professional interests, accompanied by a curriculum vitae and the names of 3 referees, should be sent prior to January 15, 1998 to:

Dr. Michael Mahan  
Chair - CCDS Research Committee  
Canadian Centre on Disability Studies  
2404 7<sup>th</sup> Avenue East Winnipeg, Manitoba  
R3C 1T3  
Phone: (204) 287-8411 Fax: (204) 284-5343  
E-mail: [ccds@escape.ca](mailto:ccds@escape.ca)



## CAUT BULLETIN ACPPU 30 DECEMBER 1997 DÉCEMBRE



# ANNONCES CLASSÉES

the entire range of Peninsular Spanish literature, as well as in the language itself, though the specific area of Peninsular Spanish research interests is open. The Department seeks a colleague of high promise in both undergraduate teaching and research, who is eager to contribute to the university in developing an energetic undergraduate Department. The applicant should hold a completed PhD and have experience teaching language and literature at the university level. The salary will be commensurate with qualifications and experience. This is, however, an entry level position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employer/Employee/Acting Employee. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women. After application, complete and updated curriculum vitae, and three letters of professional recommendation should be sent to Professor James S. Holloway Jr., Chair, Dept. of Spanish, Dalhousie University, Halifax, NS B3H 3J5. The closing date for applications is January 31, 1998.

## SPANISH & ITALIAN

**QUEEN'S UNIVERSITY**—Department of Spanish and Italian invites applications for a 2-year, non-renewable replacement position at the Assistant Professor level to teach Spanish and Italian courses at all levels and 19th- and 20th-century Spanish literature courses at the graduate and undergraduate level. Candidates must have completed a PhD in Spanish language and literature. Salary will reflect qualifications and experience. Applicants should forward a copy of their curriculum vitae to Professor Peter A. Bly, Head, Department of Spanish and Italian, Queen's University, Kingston, Ontario, K7L 3N6. They should also send three references to forward their recommendations to the same address. Queen's University has an Employment Equity programme and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, visible minorities, gay men and lesbians. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is February 1, 1998.

## STATISTICS

**THE UNIVERSITY OF BRITISH COLUMBIA**—The Statistics Department at the University of British Columbia expects to have limited term post-doctoral fellowships, seasonal lecturers and visiting faculty positions for the year starting July 1, 1998, subject to budget approval. A PhD or equivalent and demonstrated potential for excellence in teaching and research are required. Applications, including CV and 3 letters of reference by February 1, 1998 to the Head, Department of Statistics, 333-6356 Agricultural Road, University of British Columbia, Vancouver, B.C. V6T 1Z2. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## STATISTICS & ACTUARIAL SCIENCE

**UNIVERSITY OF WATERLOO**—The Department of Statistics and Actuarial Science invites applications for a tenure-track position in Statistics at the Assistant Professor level. Department interests cover a wide range of topics in inferential, statistical methods and theory, and areas of application. Applications are invited, particularly in the areas of stochastic models in finance, and computer intensive statistical methods. Applicants must have a PhD with research in statistics or probability, and must have demonstrated ability in research, and good teaching and communication skills. Duties include undergraduate and graduate teaching, and development of an independent research program. Salary will be commensurate with qualifications and experience. This appointment is subject to the availability of funds. The appointment is effective May 1, 1998 or later. The closing date for applications is December 31, 1997. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO**—The Department of Statistics and Actuarial Science invites applications for one or more Post Doctoral positions in Statistics. Successful applicants will work with members of the Department on research projects in statistics. Candidates with an interest in any area of statistics, biostatistics, industrial statistics or statistical computing are encouraged to apply. Candidates must have completed all requirements for a PhD in Statistics or closely related area at the time the appointment begins. Appointment may begin July 1, 1998 or later. The closing date for applications is February 28, 1998. Please submit a curriculum vitae and arrange for three letters of reference to be sent to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. These appointments are subject to the availability of funds. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

is subject to the availability of funds. The appointment is effective July 1, 1998 or later. The closing date for applications is January 31, 1998. Please submit a curriculum vitae and arrange for three letters of reference to be sent to Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

**UNIVERSITY OF WATERLOO**—Statistics and Actuarial Science Applications are invited for a visiting appointment in Actuarial Science of up to one year to begin May 1, 1998 or later. Applicants must have a PhD in an area of the mathematical sciences, with interests closely related to actuarial science, or substantial relevant professional experience. Department interests in actuarial science cover a wide range of topics in statistical and probabilistic modelling in insurance, risk theory and stochastic models in finance. Duties include undergraduate and graduate teaching, and participation in the research activities of the department. The closing date for individuals with a PhD is December 31, 1997. Please submit a curriculum vitae and the names of three references to: Professor M.E. Thompson, Chair, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

## THEATRE

**DALHOUSIE UNIVERSITY**—The Department of Theatre at Dalhousie University invites applications for a probationary tenure-track appointment with the possibility for renewal at the rank of Lecturer or Assistant Professor commencing July 1, 1998. Candidates should be trained as specialists in Voice and Speech, with the ability to teach a mainstage production. The qualifications required for this position include: (1) MA, MFA or equivalent; (2) teaching and experience at the post-secondary level; (3) professional experience as an actor, director and/or coach; and (4) training ability in the following areas: speech, vocal production, text analysis and IPA. Salary will be commensurate with qualifications and experience. Applications, which should include a complete curriculum vitae and names of three references, should be sent to the Chair, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employer/Employee/Acting Employee. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible people and women.

## THEOLOGY

**TRINITY WESTERN SEMINARY**—Old Testament Studies. Associated Canadian Theological School/Trinity Western Seminary seeks an associate or full professor 1998-99 year. Completed doctorate, five years teaching experience, record of research and publication; preference to candidates with experience in church ministry. TWS is sponsored by the Evangelical Free Church of Canada and is a part of the graduate school of theology of Trinity Western University (ACTS). Apply to Dr. Guy Safford, Trinity Western Seminary, 7600 Glover Road, Langley, BC, Canada V2Y 1Y1; (604) 885-7511. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants in the first instance.

## VETERINARY PATHOLOGY

**UNIVERSITY OF SASKATCHEWAN**—Anatomical Pathology. The Department of Veterinary Pathology, Western College of Veterinary Medicine, University of Saskatchewan, seeks applicants for a tenure track position in veterinary anatomical pathology. The successful applicant must be a competent and enthusiastic teacher, scholar and diagnostician. Duties will include teaching at both the graduate and undergraduate level, guidance and supervision of graduate students, diagnostic service in the context of clinical teaching and scholarly work. Tenure and promotion decisions are based on performance in each of these areas. The candidate must be adaptable to the many demands on faculty in a busy institution.

academic department. Applicants must have a DVM (or equivalent) and post-graduate education in veterinary anatomical pathology. Certification by the American College of Veterinary Pathologists or eligibility to write the ACVP board examination is highly desirable. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Position # 15-41. Subject to budget approval. Applicants should send a letter of application, curriculum vitae, and contact information for three professional references to: Dr. F.A. Leighton, Head, Department of Veterinary Pathology, S2 Campus Drive, University of Saskatchewan, Saskatoon, S0N 0V8 Canada. Tel: 306-977-7286. Fax: 306-966-7439. Applications should be received before 15 January 1998.

## WRITING

**UNIVERSITY OF VICTORIA**—The Department of Writing at the University of Victoria invites applications for a tenure-track position at the Assistant Professor level from individuals with at least a master's degree or equivalent, proven teaching skills at the undergraduate level, and a good record of publications or productions, preferably in more than one genre. Teaching duties will depend on the candidate's background and may include workshops and lecture courses on fiction and drama for stage or screen. Salary offered commensurate with University of Victoria policy. Effective date: July 1, 1998. Please send a current CV and the names of three references to: Prof. Dick Wynand, Chair, Department of Writing, University of Victoria, PO Box 1800, Victoria, BC V8W 2Y2. Closing date for receipt of applications: Jan. 31, 1998. The University of Victoria is committed to employment equity and encourages applications from women, members of

visible minorities, aboriginal peoples, and persons with disabilities. Women especially are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

## ACCOMMODATIONS

**PROVENCE, South of France** 3-bedroom House (thatched) in the picturesque village of Puybriou, 20km. east of Aix-en-Provence. Phone, washer, central heating. Available from Jan 98. \$1000 per month including utilities. Bath, (416) 978-7450 or 588-2580 or b.savarin@utoronto.ca

**EDINBURGH, SCOTLAND** fully furnished 3-bed. room flat for rent from September 1998 to June 1999. Centrally located (New Town), all modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Ottick or Stephen Brown (Edinburgh) 011-44-131-556-7381 (phone/fax) or Noranne Flower, Trent University (TSS) 748-1237 (phone); 748-1381 fax email "nflower@trentu.ca"

**SABBATICAL RENTAL**—Frequently, Historic Centre attractive one-bedroom apartment, sleeps 2/4. Monthly Italian Lira 1,500,000 a unit; weekly 700,000 all incl. - Spezzotti 011-39-35-245-739.

**SABBATICAL RENT**—Ries, France, a great University center near Alps and Mediterranean Sea. Complete upper floor furnished in a private house, three bedrooms, access to enclosed garden, parking, residential district, 4000 ft. per month, electricity, heating and phone not included. Vacant immediately. Contact Mr. Castelli 1436 Rang St-Angel, Sainte-Foy (Que.), G2E 3J9 or phone 418-877-6374

## NOTICEBOARD

**CALL FOR PAPERS** 10th International Conference of the Society for the Advancement of Sociocultural, Vienna, Austria, July 13-16, 1998. "Challenges for the future: structural changes and transformations in contemporary societies."



## The Paul Desmarais Chair in Investments

The Faculty of Management of McGill University invites nominations and applications for the newly created Paul Desmarais Chair in Investments.

Candidates should have a distinguished record of research in the field of finance and investments, as well as an outstanding teaching record and strong evidence of contributions to the profession. The successful candidate is expected to undertake research resulting in top journal publications, and to provide internal leadership to research and teaching programs. The Chair is also responsible for establishing and developing professional and academic interaction between the Faculty and the investment community.

The Faculty of Management of McGill University is committed to the development of the practice of management through the offering of outstanding undergraduate and graduate business education and the pursuit of scholarly activities judged to be excellent when measured against the highest international standards.

Please send nominations and applications to:

Professor Vihang Errunza  
Faculty of Management, McGill University  
1001 Sherbrooke Street West  
Montreal, Quebec, Canada  
H3A 1G5

Telephone: (514) 398-4056  
Fax: (514) 398-3876

In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

## ABONNEMENT

### LE BULLETIN CHEZ VOUS

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Contributed section: "Unity of knowledge: theory and application." Send brief proposals by January 15 to Professor Masud Chowdhury, University College of Cape Breton, Sydney, NS B1P 6Z2, Canada. Fax: 902-562-6119. All expenses must be borne by contributors.

The paper presents including registration fees with SAGE. Further information will be available on hearing from authors. All papers will be published after review (in special issues) of the international journal, *Humanomics*.



## DALHOUSIE UNIVERSITY Director, School of Nursing

The School of Nursing invites applications or nominations for the position of Director, effective July 1, 1998, for a five year period (renewable and tenure stream). The Director reports to the Dean of the Faculty of Health Professions, the Faculty in which the School is located. The Faculty's mission is to show leadership in diverse and critical scholarship, education and action to effect social change for health.

The School of Nursing offers programs leading to the Bachelor of Science in Nursing for basic and post diploma students including clinical major options in Perinatal and Mental Health/Psychiatric Nursing. The Master of Science program offers a thesis and non-thesis option, and options in advanced practice. The Neonatal and Adult Care advanced practice options are the first to be developed. Programs are also offered through distance delivery. The School has 25 full-time members and 15 collaborative associate faculty. Registration in the School numbers approximately 550 undergraduate students and 160 graduate students. The School is also a partner in a BScN program with Arctic College in Iqaluit to prepare Inuit nurses for practice in remote northern communities.

The successful candidate will have well-developed leadership skills, a strong academic background, and demonstrated commitment to excellence in teaching, research and nursing practice. An earned doctorate is strongly preferred, however, exceptional candidates with other qualifications will be considered. The candidate must be eligible for registration in Nova Scotia and hold a graduate degree in nursing.

Subject to budgetary approval and in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University has an employment equity program, welcomes diversity in the workplace and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities.

Written nominations or applications for the position, accompanied in the latter case by a curriculum vitae and the names of three referees should be sent no later than January 30, 1998 to:

Chair, Search Committee,  
School of Nursing  
Dean's Office, Faculty of Health Professions  
Dalhousie University  
5968 College Street, 3rd Floor, Burbridge Building  
Halifax, NS B3H 3J5  
Phone (902) 494-3327, Fax (902) 494-1966

## The University College of the Cariboo Invites Applications for the Following Position:

### INSTRUCTOR COMPUTING SCIENCE Competition #97-095 (Placement Dependent on Budgetary Approval)

Description: The Department of Computing Science invites applications for a full-time position to teach in its Bachelor of Technology in Applied Computing Science Degree program. Preference will be given to applicants with expertise in networks, multimedia, microcomputer systems development, internet/intranet development, language processors and/or distributed systems. This position will be of interest to candidates with demonstrated excellence in and commitment to undergraduate teaching. Industry experience is preferred.

The Department also supports a Major in Mathematical Sciences and plans to offer a Major in Computing Science in its B.Sc. degree in the future. The candidate should be prepared to teach courses in these areas as well.

Qualifications: • Ph.D. in Computing with industry experience preferred; Master's degree in Computing with industry experience will be considered

Commencement Date: 1 August 1998

Closing Date for Applications: This competition will remain open until a suitable applicant is found.

For more information on Kemoops and The University College of the Cariboo, please call Wayne Babichuk, Department Chairperson at (250) 828-5077; e-mail: babichuk@cariboo.bc.ca; or visit our website at www.cariboo.bc.ca

The University College of the Cariboo is committed to the principle of employment equity. Please forward current curriculum vitae, quoting either Competition #97-095 with names, addresses and telephone numbers of three (3) referees, along with a copy of graduate transcripts to:



Irene Bazell  
Human Resources Officer  
UCC, P.O. Box 3010  
Kemoops, B.C.  
V2C 5N3

We wish to thank all applicants; however, only those under consideration will be contacted.



# Autonomy & Governance on the Block

BILL BRUNEAU

IT'S TEMPTING TO THINK WE'RE LIVING through a turning point in history. Despite its rhetorical tone, there is something to be said for this claim as we approach 2000. It's reminiscent of other turning points: the late-15th-century invention of print and the opening of the Modern period; the rise of professional science in the 18th and 19th centuries; and the world wars of our century.

The great question is whether, as history turns, we can continue to teach and to do research with the tools and working conditions we require and with the academic freedom to adapt the university to a new century. Or shall we instead lose every vestige of influence over the shape of the university?

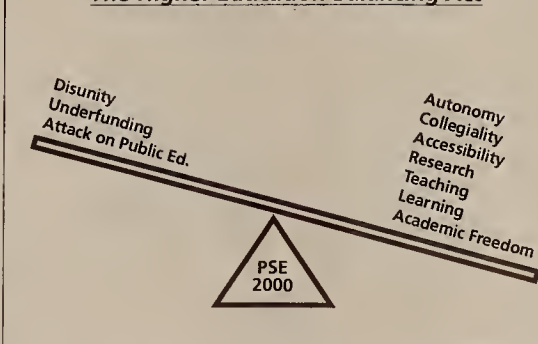
In 1997 we risk losing both autonomy and influence. Private interests in PSE are stronger than at any time since the 1950s. The managerialist tendencies of university administrations remind one of the 1920s and 1930s.

After winning a measure of autonomy — often at great cost — Canadian university teachers find themselves answering to new authorities. The new bosses are accountants and high civil servants intent on performance measures. They are business technocrats, speaking through the Business Council on National Issues or the press. And they are sometimes would-be bosses, colleagues who pine for the university of 1950.

The new bosses want universities and colleges to encourage economic growth and make jobs. To do this, the system must be "differentiated."

Thirty years ago many of us welcomed differentiation. The technical institutes, community colleges, undergraduate universities and research universities of the 1970s were a response to rising demand for equitable access to post-secondary

## The Higher Education Balancing Act



secondary education and a sensible educational answer to the demands of a new time.

In the 1990s, the newest forms of post-secondary education are narrower than those of 30 years ago, much more closely tied to business, much less likely to worry about academic freedom, and often private. In British Columbia more than 1,200 private institutions offer training and education. They've been joined by the Technical University of British Columbia, a public institution that feels private. Meanwhile, at the University of Manitoba, the administration talks of "total transformation" and downsizing. And the list goes on.

Set against these large-scale developments are everyday facts, some of which have helped the new bosses in their work. The coming retirement of large numbers of university and college teachers in their late fifties, for example, has allowed some

administrations and politicians to divide the professoriate just when unity is most important.

Meanwhile, external political pressure grows. Ministers of education speak of post-secondary education as an "industry," complete with inputs and outputs, efficiency measures, and benchmarks. The talk about "industry" draws attention away from the transformative and educational mission of the university.

At the same time, a quarter-century of enrolment increases and funding cuts have made our classrooms crowded and busy. And just when we've begun to see the educational risks in all of this, our new bosses insist that we participate in a campaign for life-long learning.

The quest for life-long learning is a welcome revival of the old idea that our minds and our personalities are permanently open to educative transformation. But I doubt that this idea is motivating the new bosses. Instead, they're thinking about course modules and information applets and Internet instruction, whatever the cost, even though these things further commodify the life of learning.

Canadians are faced with hard questions. Will public funding of PSE continue to decline? Will collegial governance survive? Will the objectives of post-secondary education continue to be driven by the idea of transformative learning — or driven by the marketplace? Will we maintain our commitment to broad and equitable student access to universities, institutes and colleges? Will educational practice retain its personal and social character or become a matter of atomized information exchange?

CAUT's position on these questions is well known. But rarely, if ever, has it been so important that we and our allies remain united, and committed as never before to making our position clear to every Canadian. ■

## Les universités à un point tournant?

IL EST TENTANT DE PENSER QUE NOUS SOMMES À UN point tournant de l'Histoire. Malgré le ton déclamatoire de cette affirmation, il y a quand même des rapprochements à faire à l'aube de l'an 2000. Celui-ci rappelle d'autres points tournants, notamment l'invention de l'imprimerie à la fin du 15<sup>e</sup> siècle et le début de l'Époque moderne, la naissance des sciences professionnelles aux 18<sup>e</sup> et 19<sup>e</sup> siècles et les guerres mondiales de notre siècle.

Or, la grande question à se poser est de savoir, alors que l'Histoire se fait, si nous pouvons continuer à enseigner et à mener des recherches avec les outils et les conditions de travail requis et avec la liberté universitaire dans le but d'adapter l'université à un nouveau siècle. Ou devons-nous plutôt perdre toute trace d'influence sur la forme que prendra l'université?

En 1997, nous risquons de perdre et l'autonomie et l'influence. Les intérêts privés n'ont jamais autant investi dans l'enseignement postsecondaire que depuis les années 1950. Les tendances des administrations universitaires à gérer à outrance nous rappellent l'époque des années 1920 et 1930.

Après avoir réussi à obtenir une certaine autonomie, bien souvent au prix de sacrifices, les professeurs des universités canadiennes doivent satisfaire de nouvelles autorités. Les nouveaux patrons sont des comptables et des hauts fonctionnaires enclins à mesurer le rendement. Ce sont des technocrates habitués à faire des affaires, à parler par l'entremise du Conseil canadien des chefs d'entreprise ou les médias. Parfois, ce sont de soi-disant patrons, des collègues qui ont la nostalgie des années 1950.

Les nouveaux patrons veulent que les universités fassent croître l'économie en créant des emplois. Pour y parvenir, le système doit être «différencié».

Nous étions nombreux, voilà trente ans, à faire bon accueil à la «différenciation». Les instituts techniques, les collèges communautaires, les universités offrant seulement le premier cycle et les universités vouées à la recherche des années 1970 sont nés de la demande croissante d'un enseignement postsecondaire accessible à tous. En matière pédagogique, ils répondaient en outre de manière sensée aux exigences d'une nouvelle époque.

Dans les années 1990, les toutes nouvelles formes de l'enseignement postsecondaire sont plus restreintes que celles d'il y a trente ans. Elles sont beaucoup plus liées au milieu des affaires, elles sont moins susceptibles de se préoccuper de la liberté universitaire et elles sont souvent privées. En Colombie-Britannique, par exemple, plus de 1200 établissements privés dispensent de la formation et de l'enseignement. La Technical University of British Columbia, un établissement public qui se considère comme un lieu privé, s'est jointe à ce groupe. Dans l'intervalle, l'administration de l'Université du Manitoba parle de «transformation totale» et de rationalisation. Et la liste s'allonge.

À ces modifications à large échelle se juxtaposent des faits de tous les jours dont certains ont aidé les nouveaux patrons dans leur travail. La retraite prochaine d'une multitude de professeurs d'université et de collège à la fin de la cinquantaine, notamment, a permis à quelques administrations et politiciens de diviser le corps professoral alors que l'unité est des plus importantes.

Les pressions politiques externes continuent de s'intensifier cependant. Les ministères de l'Éducation parlent de l'enseignement postsecondaire comme d'une «industrie», et le complètent par des intrants et des extrants, des mesures d'efficacité et des balises. Le discours sur «l'industrie» détourne

l'attention de la mission pédagogique et de transformation de l'université.

De même, après un quart de siècle de hausses des inscriptions et de réduction du financement, les salles de cours sont bondées et achalandées. De plus, alors que nous commençons tout juste à constater les risques pédagogiques de tous ces changements, nos nouveaux patrons insistent pour que nous participions à une campagne en faveur de l'éducation permanente. La poursuite de la formation ravive avec plaisir la vieille idée selon laquelle notre esprit et notre personnalité sont continuellement ouverts aux transformations pédagogiques. Je doute toutefois que cette idée motive les nouveaux patrons. Ils s'affairent plutôt à réfléchir à des modules de cours, à des applets d'information et à l'enseignement par l'intermédiaire d'Internet quel qu'en soit le coût, même si ces tendances accommodent davantage la vie de l'apprentissage.

Les Canadiennes et les Canadiens font face à de difficiles questions. Est-ce que le financement public de l'enseignement postsecondaire continuera de diminuer? Est-ce que la direction collégiale survivra? Est-ce que les objectifs de l'enseignement postsecondaire seront encore guidés par l'idée d'un apprentissage de transformation ou par le marché? Est-ce que nous maintiendrons notre engagement envers une accessibilité élargie et équitable aux études universitaires, aux instituts et aux collèges? Est-ce que la pratique pédagogique conservera son caractère personnel et social ou est-ce qu'elle deviendra un échange d'information atomisé?

La position de l'ACPPU sur ces questions est bien connue. Il n'a jamais ou rarement été aussi important que nous et nos alliés demeuriions unis et engagés comme jamais auparavant à faire connaître clairement notre position à chaque Canadien et Canadienne. ■